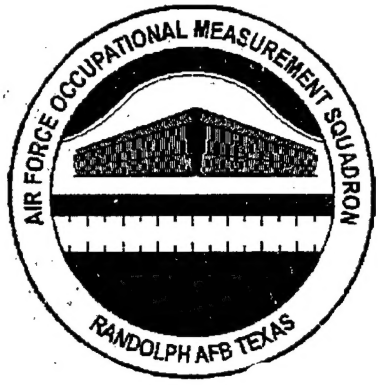

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

PARARESCUE

AFSC 1T2X1

OSSN 2290

JULY 1998

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
1550 5TH STREET EAST
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Pararescue career ladder (AFSC 1T2X1). Authority to conduct occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the operations training location, all major using commands, and other interested operations and training officials.

First Lieutenant Todd L. Osgood, Inventory Development Specialist, developed the survey instrument. Captain Lawrence J. Schad, Jr., Occupational Analyst, analyzed the data and wrote the final report. Mrs. Jeanie C. Guesman provided computer programming support, and Mr. Richard G. Ramos provided administrative support. Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS), reviewed and approved this report for release.

Additional copies of this report can be obtained by writing to AFOMS/OMYXI, 1550 5th Street East, Randolph AFB Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, please visit our web site at http://www.omsq.af.mil.

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SUMMARY OF RESULTS

1. **Survey Coverage**: The Pararescue career ladder (AFSC 1T2X1) was surveyed to obtain current task and equipment data for use in examining training programs. Survey results are based on responses from 175 AFSC 1T2X1 personnel (40 percent of the assigned population). All skill levels and paygrades were well represented.

2. **Career Ladder Structure**: Structure analysis revealed three independent jobs (IJs): Pararescue, Supervision, and Training. Nonetheless, much commonality exists between the IJs, in terms of the similarity of tasks performed (core Pararescue duties). Most noticeably, a difference exists in the number of tasks performed across jobs and an eventual shift to a more managerial emphasis.

3. **Career Ladder Progression**: Personnel in the AFSC 1T2X1 career ladder follow an atypical, or nontraditional, career ladder progression pattern, as related to most other AFSCs. Entry-level personnel perform mostly paramedical duties, and both aircraft and field operations. However, the more experienced mid-grade personnel perform essentially identical functions, although first-line supervisory responsibilities begin to emerge. The most senior personnel perform a combination of both technical and managerial functions, to a larger extent than many of their equals in other AFSCs. As a whole, senior Air National Guard personnel (AFSC 1T291/ 1T200) continue to perform technical tasks to a higher extent than their active duty counterparts.

4. **Training Analysis**: Matched survey data to the AFSC 1T2X1 Specialty Training Standards (STS) indicated that the documents were well supported by survey respondents. A total of five STS line items were not supported by OSR data. Otherwise, a listing of tasks not referenced is provided at the end of the Training Extract product. AFSC 1T2X1 Training personnel and subject-matter experts should review these documents to determine if adjustments are required.

5. **Job Satisfaction Analysis**: Overall, AFSC 1T2X1 respondents appear less satisfied with their jobs, as compared to the results of the 1995 Pararescue Occupational Survey Report (OSR), and the 1995 Aircrew Group. The summarized write-in comments may provide insight regarding this down-trend.

6. **Implications**: Specialty descriptions for the AFSC 1T2X1 career ladder are accurate. Serious job satisfaction concerns have arisen over the past 3 years. AFSC 1T2X1 1-48 and 49-96 months group reenlistment intentions are lower than those of both the 1995 Pararescue OSR and a 1995 comparative sample. Training document analysis identified several unsupported STS items. Training personnel and career ladder functional managers should review these documents to ensure they are complete and appropriate.

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OCCUPATIONAL SURVEY REPORT (OSR)
PARARESCUE CAREER LADDER
AFSC 1T2X1

INTRODUCTION

This is a report of an occupational survey of the Pararescue career ladder, AFSC 1T2X1, conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS). This survey will ensure current data for use in evaluating the effectiveness of training and to evaluate changes in the career ladder since the previous OSR, dated August 1995. This report represents the first time members of the Air National Guard (ANG) are included in the AFSC 1T2X1 occupational analysis process.

Background

According to the AFMAN 36-2108 *Specialty Description*, dated October 1997, AFSC 1T2X1 personnel at the 3- and 5-skill level perform an essential surface/air link in search, rescue, and recovery operations; operate in a wide range of adverse geographic conditions to include friendly, denied, hostile, or sensitive areas; provide survival and evasion assistance, emergency and field trauma care, and security; and move personnel and materiel to safety or friendly control.

Seven-skill level personnel plan, lead, supervise, instruct, conduct and certify training within the Pararescue career ladder. Furthermore, they are the essential supervisory link during surface/air search, rescue, and recovery operations. They also operate in a wide range of adverse geographic and environmental conditions; provide survival and evasion assistance, emergency and field trauma care, and security; and move personnel and materiel to safety or friendly control.

Nine- and CEM-skill level members have additional responsibilities for planning, organizing, and directing rescue and recovery operations; developing and evaluating specialized rescue-related procedures; and managing mission-specific manpower and logistics programs.

Training

Personnel entering the Pararescue career ladder must successfully complete approximately 1 year sequence of pipeline courses offered at a variety of CONUS locations. These courses are arguably the most physically grueling, demanding, and rigorous programs found within the formal training environment. In fact, historically the overall elimination rate has been holding at

approximately 80 percent. In addition, the mastery of both medical terminology and procedures are required to attain Emergency Medical Technician (EMT) certification. During this timeframe, trainees attend seven requisite formal training courses. Table 1 summarizes the training pipeline.

The Pararescue Indoctrination Course provides the initial screening and an introduction to the Pararescue career ladder. A heavy emphasis is placed on both the paramedical processes and physical conditioning required to become a proficient Pararescueman. Also, both weapons safety and marksmanship aspects are provided. The successful completion of a Class III physical exam is required for admission into this course.

The Combat Diver Qualification Course provides training using self-contained underwater breathing apparatus (SCUBA). This training includes the physiological aspects of diving, water survival, and the various types of equipment used in a controlled environment with depths of up to 100 feet. The maximum attainable underwater mobility, under a variety of operating conditions, is emphasized. Acceptable alternative courses are either the US Navy (USN) Seals Training Course or the USN Scuba Divers Course.

The Airborne Parachutist Course provides training to military personnel requiring parachutist qualification. Training entails ground operations, tower and live jumps, and strenuous physical training and conditioning. Instruction is provided on how to manage parachute opening shock, controlling parachute flight characteristics, and surviving parachute landing falls.

The Military Freefall Parachutist Course offers training related to more advanced aerial insertion operations. For example, trainees perform day and night jumps, equipment jumps, and oxygen-assisted jumps using ram air canopies.

The Combat Survival Course prepares aircrew members to uphold the Code of Conduct and to enhance survivability in virtually any adverse climatic or hostile environment. Equally important, this course aims to increase one's self-confidence in their ability to both survive and rejoin allied forces after bailouts and crash landings.

The USN Underwater Egress Training Course is designed to train Air Force helicopter aircrew members in the principles, procedures, and techniques required to successfully egress from a sinking aircraft. Water entry and an underwater egress operation are actually conducted.

The successful completion of the Pararescue Apprentice Course serves as the terminal climax of the AFSC 1T2X1 training pipeline sequence, i.e., award of the 3-skill level. Finally, qualification as a worldwide assignment eligible pararescueman has been justified. This course provides in-depth training in medical duties, field operations, and mountain combat tactics. Instruction on helicopter insertion/extraction procedures, static line parachuting, and fixed and rotary wing aircraft aircrew duties and exits are provided. Also, advanced training in performing recovery operations in potentially any environmental condition is provided.

TABLE 1

TRAINING PIPELINE SEQUENCE FOLLOWED BY 1T2X1 PERSONNEL

COURSE TITLE	COURSE NUMBER	DURATION	LOCATION	PURPOSE
**Pararescue Indoctrination Course **Class III Physical Exam Required	L3AQR1T211 000	10 Weeks	Lackland AFB TX	Initial Screening, Introduction to Career Field with Emphasis on Medical and Physical Training
Combat Diver Qualification	L5AZ1T231 004	4.8 Weeks	Key West FL	Initial Scuba Diving Qualification
(or)				**(or)**
USN Seals Training		8 Weeks	Various USN Locations	Initial Scuba Diving Qualification
(or)				**(or)**
USN Scuba Diver Course	L5AZN1T231 000	6.4 Weeks	Various USN Locations	Initial Scuba Diving Qualification
Airborne Parachutist	L5AZA1T231 001	3 Weeks	Fort Benning GA	Initial Parachute Qualification
Military Freefall Parachutist	L5AZA1T231 006	4 Weeks	Fort Bragg NC	Advanced Aerial Operations Training using Various Parachute Techniques
Combat Survival Training	SV - 80A	2.5 Weeks	Fairchild AFB WA	Aircrew Survival, Evasion, Resistance, and Escape Training
USN Underwater Egress	SV - 84A	1 Day	Jacksonville FL, Pensacola FL, or Miramar CA	Training in Egress from a Sinking Aircraft
Pararescue Apprentice	J3ABP1T231 001	14 Weeks	Kirtland AFB NM	Awards AFSC 1T231
Paramedic Qualification Course	L3AQP1T231 001	6.4 Weeks	Kirtland AFB NM	Attain EMT Certification
(or)				**(or)**
Special Operations Combat Medic	L5AZA1T231 005	24 Weeks	Fort Bragg NC	Attain EMT Certification

The Paramedic Qualification Course is required by certain major commands (MAJCOM), e.g., AFSOC or duty positions. It provides both the practical skill and knowledge based training required to become EMT certified. An acceptable alternative course is the US Army's Special Operations Combat Medic Course.

Additional Qualifications Required

Entry into AFSC 1T2X1 requires a General Armed Forces Vocational Aptitude Battery score requirement of General 43 and a Strength and Stamina requirement of "K" (weight lift of 70 lbs).

SURVEY METHODOLOGY

Inventory Development

The data collection instrument used for this occupational survey was USAF Job Inventory (JI) OSSN 2290, dated August 1997. A tentative task list was prepared after reviewing pertinent career ladder publications, directives, tasks from both the previous survey instruments, and data from the respective OSR. The preliminary task list was refined and validated through personal interviews with 17 subject-matter experts (SME) at the following locations:

BASE	REASON FOR VISIT
Kirtland AFB NM	Construct and Validate Inventory
Holloman AFB NM	ACC Representation
Patrick AFB FL	AFRC Representation
Hurlburt AFB FL	AFSOC Representation
Pope AFB NC	AFSOC Representation

The resulting JI contained a comprehensive listing of 870 tasks grouped under 14 duty headings, with a background section requesting such information as grade, DAFSC, duty title, time in present job, time in service, time in career field, job satisfaction indicators, number of days TDY during the past year, equipment, medical items, weapons, and specialized vehicles used during the performance of duties. Also, information was requested on the number and types of parachute jumps made during the past 12 months, medical certifications held, and to which type of unit individuals were assigned.

Survey Administration

From October 1997 through April 1998, survey control monitors at base training offices worldwide administered the inventory to all eligible DAFSC 1T2X1 personnel. Members eligible for the survey consisted of the total population, across DAFSCs. However, personnel in the following categories were excluded: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their jobs less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in his or her current job. After checking tasks performed, each individual rated the tasks checked on a 9-point scale showing relative time spent on that task, compared to other tasks performed. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

To determine relative time spent for each task, all of the incumbent's ratings are assumed to account for 100 percent of time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time spent on each task.

Survey Sample

Personnel were selected to participate in this study so as to ensure an accurate representation across skill levels and paygrades. Table 2 reflects the MAJCOM distributions of assigned AFSC 1T2X1 personnel and those members included in the survey sample. As depicted in Table 2, AFSOC, AETC, PACAF, and ANG are represented to a slightly higher extent (a range of +5 to +9 percent) than the actual percent of assigned, per respective MAJCOM. This slight over representation is due to a less than 1 percent response rate from AFRC. Table 3 reports the assigned personnel, sample distributions by paygrade groups, and presents a highly representative paygrade distribution.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions regarding career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 1T2X1 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training

TABLE 2

MAJCOM DISTRIBUTION OF AFSC 1T2X1 SAMPLE

COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ACC	25	18
AFRC	22	0
AFSOC	21	30
ANG	19	27
AETC	9	15
PACAF	4	9
USSOC	*	*

* Denotes less than 1 percent

Total Assigned - 468
Total in Sample - 175
Percent of Assigned in Sample - 37%
Total Eligible for Survey - 395
Percent of Eligible in Sample - 44%

TABLE 3

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED (N=468)	PERCENT OF SAMPLE (N=175)
E-1 to E-3	5	3
E-4	29	27
E-5	26	24
E-6	18	20
E-7	17	20
E-8	4	4
E-9	1	2

(TE) or task difficulty (TD). The TE and TD booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within this report.

Training Emphasis (TE). Training emphasis is defined as the degree of emphasis that should be placed on each task for structured training of first-enlistment personnel. Structured training is defined as resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The 27 senior AFSC 1T2X1 NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel within their shred and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis).

Overall agreement among the total 27 AFSC 1T2X1 raters was outstanding, indicating a very high level of conformity on the extent to which training emphasis should be placed upon a given JI task. The average TE rating for AFSC 1T2X1 was 4.22, with a standard deviation of 2.14. Accordingly, any task with a TE rating of 4.22 or above is considered to have high TE, i.e., perhaps the task should be included as part of the skill level upgrade training. TE rating data are useful in rank ordering tasks according to importance for first-enlistment training.

Task Difficulty (TD). Task difficulty is defined as the amount of time needed to learn how to do each task satisfactorily. The 21 senior NCOs who completed TD booklets were asked to rate the difficulty of each task in the inventory using a 9-point scale (extremely low to extremely high). Combined AFSC 1T2X1 interrater agreement was very satisfactory. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting Air Force Specialty entry-level jobs.

SPECIALTY JOBS
(Career Ladder Structure)

The first step in the analysis process is to identify the structure of career ladders in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions

with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, three independent jobs (IJs) were identified within the AFSC 1T2X1 survey sample. Figure 1 illustrates the jobs performed across the career ladder by all AFSC 1T2X1 personnel. A listing of the three IJs is provided below. The stage (STG) number shown beside each title references computer-printed information, assigned to the group by CODAP. The letter "N" represents the number of personnel in each group.

I. PARARESCUE JOB (STG028, N=111)

II. TRAINING JOB (STG020, N=17)

III. MANAGEMENT JOB (STG027, N=15)

The respondents forming these stages account for 82 percent of the survey sample. The remaining 18 percent were performing tasks which did not group with any of the other defined jobs. Examples of the job titles given by respondents which were representative of these personnel include: Student Affairs NCO, Supply and Equipment Custodian, Squadron Enlisted Manager, Test Director, Computer Monitor, and Security Manager.

Group Descriptions

The following paragraphs contain brief descriptions of the three jobs identified through the career ladder structure analysis. Appendix A lists representative tasks performed by identified job groups. Table 4 displays time spent on duties, while Table 5 provides demographic information for each job discussed within this report.

I. PARARESCUE JOB (STG028). The 111 members of the Pararescue Job represent 63 percent of the total survey sample. Personnel within this core job perform a career ladder high average of 431 tasks. This group is the most junior of the 3 jobs, with an average of

AFSC 1T2X1
Career Ladder Jobs
(N=175)

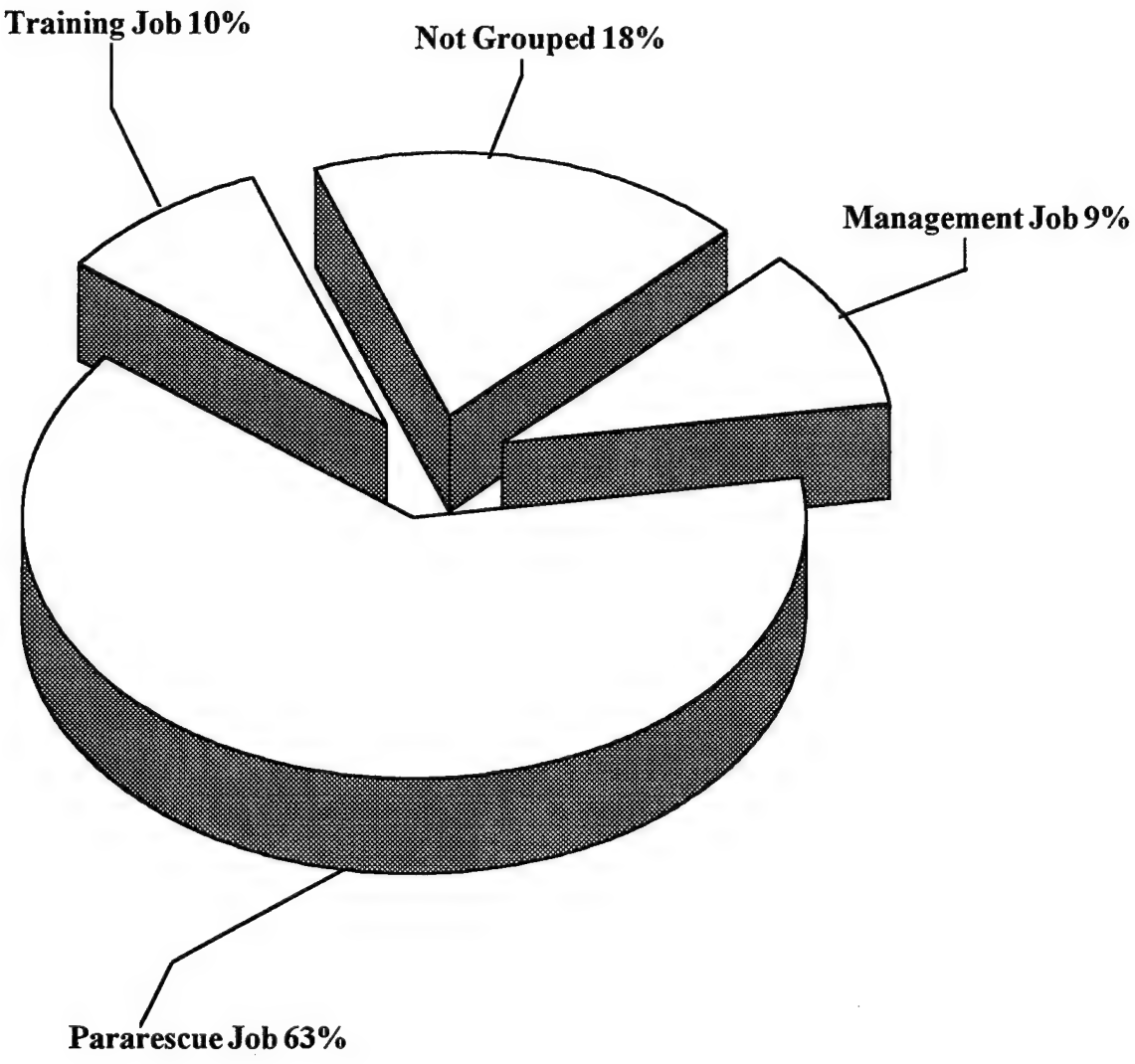

Figure 1

TABLE 4

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

DUTIES		PARA-RESCUE JOB (N=111)	TRAINING JOB (N=17)	MANAGE-MENT JOB (N=15)
A	Perform Supply and Non-Medical Equipment Maintenance	6	3	3
B	Maintain Medical Kits and Equipment	3	5	1
C	Perform Medical Duties and Techniques	22	58	12
D	Perform Field Operating Activities	15	7	9
E	Perform Mountain Climbing & Rescue Techniques	8	3	2
F	Perform Aircraft Operations and Deployment Activities	17	6	15
G	Perform Tactical Operations Activities	7	2	3
H	Perform Scuba and Water Operations Activities	6	4	5
I	Perform Rigging Alternate Method Zodiac (RAMZ) Activities	2	1	3
J	Perform Motor Vehicle Activities	1	1	1
K	Perform Mobility and Contingency Activities	4	1	9
L	Perform Management and Supervisory Activities	6	4	23
M	Perform Training Activities	2	4	9
N	Perform General Administrative and Technical Order System Activities	1	1	5

TABLE 5

SELECTED BACKGROUND DATA FOR CAREER LADDER JOBS

	PARA-RESCUE JOB	TRAINING JOB	MANAGE-MENT JOB
NUMBER IN GROUP	111	17	15
PERCENT OF SAMPLE	63%	10%	9%
PERCENT IN CONUS	67%	65%	80%
DAFSC DISTRIBUTION			
1T231	14%	24%	0
1T251	49%	41%	13%
1T271	32%	29%	60%
1T291/1T200	6%	6%	26%
PAYGRADE DISTRIBUTION			
E-3	4%	0	0
E-4	31%	18%	0
E-5	23%	41%	13%
E-6	23%	18%	13%
E-7	14%	24%	60%
E-8	4%	0	13%
E-9	1%	0	0
AVERAGE NUMBER OF TASKS PERFORMED	431	160	389
AVERAGE MONTHS IN CAREER FIELD	103	97	214
AVERAGE MONTHS TAFMS	129	151	216
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS)	17%	6%	0
PERCENT SUPERVISING	46%	59%	73%

129 months total active federal military service (TAFMS), although their TICF is comparable to the Training Job, at approximately 8 years. As shown in Table 4, their time spent on duties is distributed across all the 14 duties. However, the highest concentration of time spent (54 percent) is on performing medical duties and techniques, aircraft operations and deployment activities, and performing field operating activities. Commonly performed tasks for the Pararescue Job include:

- demonstrate or perform airway management techniques
- demonstrate or perform treatment of open or closed fractures
- demonstrate or perform intravenous fluid therapies
- demonstrate or perform treatment of spinal injuries
- demonstrate or perform oral endotracheal intubations
- perform physical conditioning
- perform day land parachute jumps
- compute distances on maps
- demonstrate or perform CPR
- perform day rope-ladder extraction procedures
- perform day low-and-slow insertion procedures
- don and adjust parachute harness
- don and adjust scuba gear

As illustrated in Table 5, 81 percent of the personnel surveyed hold either the 5- or 7-skill level. Ninety-one percent of the personnel in this job are within the paygrades E-4 through E-7, while 67 percent are based within CONUS. Twenty percent of the sample reported being TDY in excess of 120 days during the past year for training purposes, while only 9 percent indicated a similar TDY load for purposes other than training. Typical job titles reported are Pararescue Apprentice, Craftsman, or Journeyman.

II. TRAINING JOB (STG020). The 17 members of the Training Job represent 10 percent of the total survey sample. Personnel within this job perform a career ladder low of 160 tasks. This group has an average of 151 months TAFMS, with approximately 8 years TICF. As reflected in Table 4, 58 percent of their time spent on duties is concentrated on performing medical duties and tasks. Otherwise, their time is more evenly distributed across the remaining 13 duty areas. In regard to the frequency of TDY, 48 percent of the personnel reported being on the road in excess of 120 days for training purposes during the past 12 months. This job is composed of both AETC level instructors (35 percent), and instructors at the base level. However, the two groups are indistinguishable based on the commonality of tasks performed. Typical job titles reported are Pararescue Apprentice, Journeyman, and Formal School Instructor. Commonly performed tasks for the Training Job include:

- demonstrate or perform intravenous fluid therapies
- demonstrate or perform external hemorrhage control
- demonstrate or perform auscultation, palpation, or percussion of patients
- demonstrate or perform CPR
- demonstrate or perform treatment of anaphylactic or allergic reactions
- demonstrate or perform treatment of open or closed fractures
- demonstrate or perform administration of medications, via intravenous infusions or injections
- demonstrate or perform treatment of flail chest injuries
- demonstrate or perform treatment of blunt or penetrating abdominal trauma
- demonstrate or perform treatment of pelvic region injuries
- demonstrate or perform administration of medications using intradermal, intramuscular, or subcutaneous injection routes
- demonstrate or perform neurological evaluations of patients

Once more, Table 5 indicates that 94 percent of the personnel surveyed hold either the 5- or 7-skill level, while 100 percent of Training Job personnel are within the paygrades E-4 through E-7, and 65 percent are based within CONUS.

III. MANAGEMENT JOB (STG027). The 15 senior members of the Management Job represent 9 percent of the total survey sample. Personnel within this job perform 389 tasks. This group holds the career ladder high average of 216 months TAFMS, with nearly 18 years TICF. Table 4 indicates that 23 percent of their time spent on duties is concentrated on performing management and supervisory activities. Of interest, these senior members continue to perform much of the technical duties and tasks required of a Pararescueman. For example, 54 percent of their time is spread across aircraft operations, medical duties, field operating activities, mobility and contingency activities, and performing training activities. The remainder of their time is dispersed across the other eight duty areas.

Thus, a senior Pararescueman remains highly involved in the daily technical demands of their profession, indicative of atypical progression as related to the majority of AFSCs. As for the frequency of TDY, 13 percent of the personnel reported being in the field in excess of 120 days for training purposes during the past 12 months. Typical job titles reported are Director of Operations, Pararescue Task Certifier, and Trainer. Commonly performed tasks for this job include:

- perform day land parachute jumps
- attend altitude chamber training
- demonstrate or perform oxygen medication administration

- perform requests for TDY orders
- perform physical conditioning
- perform day low-and-slow insertion procedures
- perform day water parachute jumps
- onload or offload RAMZ packages onto or from aircraft
- demonstrate or perform treatment of closed rib fractures
- supervise military personnel
- participate in general meetings, conferences, or workshops
- coordinate requests for TDY orders
- advise active duty personnel, such as commanders, on pararescue activities or capabilities

Table 5 reveals 60 percent of these managerial personnel surveyed have earned the 7-skill level, while 26 percent have been awarded either the 9- or CEM-skill level status (an even split at 13 percent each). The range of paygrade distribution is from E-5 through E-8, although 73 percent are within the E-7 through E-9 paygrades, while 80 percent are stationed within CONUS.

Comparison to Previous Survey

The results of this job specialty analysis were compared to those of the most recent OSR, dated August 1995 (AFPT 90-115-977). These findings are listed in Table 6. In the previous study, one cluster and five independent jobs were reported. The Pararescue Cluster was composed of 77 personnel performing both the Medical Training Job and the Pararescue Job. In the present study, we find essentially the same tasks being performed by 111 Pararescueman under the Pararescue Job. The 1995 study makes a clear distinction between the types of instructor duty performed (e.g., Field Operations, Rigging Alternate Method Zodiac Activities, and Aircrew Operations) by the 15 survey respondents, while the present analysis did not. Clearly, paramedical practices are being performed by the vast majority of instructors found within the Training Job. Beyond that, the tasks formerly identified across the instructor jobs are being performed by a much lower percentage of the 17 personnel comprising this job grouping. The Management Job appears to have varied over time based on the nature of the tasks being performed by job incumbents.

As reported, in 1995 managers were performing predominantly supervisory, management, and training functions. Whereas, in 1998 a manager's time is very heavily dedicated to the performance of technical, medical, and operational duties, as well. Finally, the Medical Supply Job was no longer an observable entity.

In sum, although the job classification structure may have evolved over time, tasks being performed are highly comparable to both the 1995 and 1983 OSRs, indicative of a relatively stable career ladder based on a longitudinal perspective.

TABLE 6

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1995 SURVEY

CURRENT SURVEY (N=175)	PERCENT OF SAMPLE	1995 SURVEY (N=125)	PERCENT OF SAMPLE
PARARESCUE JOB	63	PARARESCUE CLUSTER	62
TRAINING JOB	10	AIRCREW OPERATIONS INSTRUCTOR	9
		RAMZ INSTRUCTOR	4
		FIELD OPERATIONS INSTRUCTOR	4
MANAGEMENT JOB	9	PARARESCUE MANAGEMENT JOB	4
NOT GROUPED	18	NOT GROUPED	13
NOT APPLICABLE		MEDICAL SUPPLY JOB	4

Analysis of Career Ladder Progression

An analysis of DAFSC groups, in conjunction with the study of career ladder structure, is an important part of each occupational survey. The DAFSC analysis examines differences in tasks performed between skill levels. This information may then be used to evaluate to what extent career ladder documents, such as AFMAN 36-2108 *Specialty Descriptions*, and the Specialty Training Standard (STS), reflect what career ladder personnel are doing in the field.

The comparison of DAFSCs has been divided into both an active duty and ANG sample. The active duty sample is composed of all skill levels; while the ANG sample includes all except the 3-skill level.

Tables 7 and 8 report the distribution of DAFSC group members across career ladder jobs for active duty and ANG, respectively. As reported in Table 7, there is a decline in the percent of active duty percent members performing core technical jobs, across skill levels. However, there is an increase in the percentage of active duty members performing both the Training and Management Jobs, across skill levels. Therefore, the active duty career ladder progression appears typical, i.e., personnel begin in technical jobs and transition into managerial positions over time. In contrast, Table 8 indicates that ANG members are heavily involved in the performance of the Pararescue Job throughout their careers. It is only at DAFSC 1T200 that senior members accomplish the Management Job. Of course, this is reflective of an atypical career ladder progression pattern.

Tables 9 and 10 offer a variant perspective by displaying the relative percent time spent on each duty across both the active duty and ANG skill-level groups. For the active duty group, a somewhat typical progression is noted within the Management Job, i.e., the higher the skill level the larger the amount of time spent performing managerial duties. However, senior members remain very much involved in the performance of technical duties over the course of their career. Across duties, the ANG exhibits a similar career progression pattern, although there is less emphasis placed on medical duties, while more is placed on field and aircraft operations, as compared to their active duty peers. As compared to most enlisted force career ladders--there exists a somewhat atypical career ladder progression.

Active Duty Skill-Level Descriptions

DAFSC 1T231. The 23 active duty 3-skill level personnel, representing 13 percent of the survey sample, perform an average of 260 tasks. Table 7 shows that 65 percent of this group work in the Pararescue Job, while 17 percent work in the Training Job. Twenty-seven percent of their job time is spent performing medical duties, 16 percent of their time is spent performing aircraft operations and deployment activities, and 14 percent of their time is spent performing field operating activities (See Table 9). As a group, the active duty DAFSC 1T231 personnel average 48 months TAFMS. Table 11 lists representative tasks these members perform, demonstrating both the medical and operational natures of their work.

TABLE 7

DISTRIBUTION OF ACTIVE DUTY SKILL-LEVEL MEMBERS ACROSS SPECIALTY JOBS
(PERCENT)

SPECIALTY JOBS	DAFSC 1T231 (N=23)	DAFSC 1T251 (N=68)	DAFSC 1T271 (N=30)	DAFSC 1T291 (N=4)	DAFSC 1T200 (N=2)
PARARESCUE JOB	65	65	43	25	*
TRAINING JOB	17	11	13	25	*
MANAGEMENT JOB	0	3	24	50	*
NOT GROUPED	18	21	20	0	*

* Denotes no response provided

TABLE 8

DISTRIBUTION OF AIR GUARD SKILL-LEVEL MEMBERS ACROSS SPECIALTY JOBS
(PERCENT)

SPECIALTY JOBS	DAFSC 1T251 (N=13)	DAFSC 1T271 (N=27)	DAFSC 1T291 (N=3)	DAFSC 1T200 (N=5)
PARARESCUE JOB	77	85	100	40
TRAINING JOB	0	4	0	0
MANAGEMENT JOB	0	7	0	40
NOT GROUPED	23	4	0	20

TABLE 9

TIME SPENT ON DUTIES BY ACTIVE DUTY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES		DAFSC 1T231 (N=23)	DAFSC 1T251 (N=68)	DAFSC 1T271 (N=27)	DAFSC 1T291 (N=4)	DAFSC 1T200 (N=2)
A	Perform Supply and Non-Medical Equipment Maintenance	7	7	4	3	2
B	Maintain Medical Kits and Equipment	7	3	2	3	0
C	Perform Medical Duties and Techniques	27	24	24	25	0
D	Perform Field Operating Activities	14	13	11	11	2
E	Perform Mountain Climbing & Rescue Techniques	6	6	5	1	0
F	Perform Aircraft Operations and Deployment Activities	16	15	12	10	11
G	Perform Tactical Operations Activities	7	7	4	5	0
H	Perform Scuba and Water Operations Activities	6	6	4	6	9
I	Perform Rigging Alternate Method Zodiac (RAMZ) Activities	2	2	1	2	0
J	Perform Motor Vehicle Activities	1	1	1	1	0
K	Perform Mobility and Contingency Activities	3	2	4	9	0
L	Perform Management and Supervisory Activities	2	7	18	16	56
M	Perform Training Activities	1	5	6	4	14
N	Perform General Administrative and Technical Order System Activities	1	2	3	4	4

TABLE 10

TIME SPENT ON DUTIES BY AIR GUARD MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES		DAFSC 1T251 (N=13)	DAFSC 1T271 (N=27)	DAFSC 1T291 (N=3)	DAFSC 1T200 (N=5)
A	Perform Supply and Non-Medical Equipment Maintenance	5	6	8	1
B	Maintain Medical Kits and Equipment	3	2	*	*
C	Perform Medical Duties and Techniques	24	23	15	9
D	Perform Field Operating Activities	14	14	17	7
E	Perform Mountain Climbing & Rescue Techniques	14	8	7	5
F	Perform Aircraft Operations and Deployment Activities	18	18	21	21
G	Perform Tactical Operations Activities	6	4	3	2
H	Perform Scuba and Water Operations Activities	7	5	4	3
I	Perform Rigging Alternate Method Zodiac (RAMZ) Activities	3	3	2	2
J	Perform Motor Vehicle Activities	1	1	*	1
K	Perform Mobility and Contingency Activities	2	4	10	9
L	Perform Management and Supervisory Activities	*	7	11	30
M	Perform Training Activities	*	3	2	6
N	Perform General Administrative and Technical Order System Activities	*	1	*	3

* Denotes less than 1 percent

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 1T231 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=23)
B70	Pack personal medical kits	96
C106	Demonstrate or perform intravenous fluid therapies	96
C90	Demonstrate or perform basic bandaging techniques	96
C87	Demonstrate or perform airway management techniques	96
B57	Assemble personal medical kit supplies	91
C77	Conduct initial or recurring patient assessments	91
C76	Carry patients using litters	91
C150	Demonstrate or perform treatment of dehydration	91
C114	Demonstrate or perform oral airway insertions	91
B64	Inspect medical kits	87
F424	Perform day land parachute jumps	87
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, or hemostats	87
F428	Perform day rope-ladder extraction procedures	87
C194	Review or research current medical procedures	87
C119	Demonstrate or perform patient carries, such as fireman carries	87
C126	Demonstrate or perform sterile bandage applications	87
C188	Evaluate respiratory status of patients	87
C94	Demonstrate or perform CPR	87
H561	Clean personal water operations equipment, such as life preservers, life rafts, or accessories	87
C193	Record vital signs	87
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	87
C115	Demonstrate or perform oral endotracheal intubations	87
D278	Perform physical conditioning	83
F389	Don and adjust parachute harnesses	83
C118	Demonstrate or perform oxygen medication administration	83
C187	Evaluate quality and rate of pulses	83
C127	Demonstrate or perform sterile dressing applications	83
E372	Tie basic knots	83
C190	Obtain medical histories	83
C178	Demonstrate or perform treatment of spinal injuries	83
C156	Demonstrate or perform treatment of flail chest injuries	83
C88	Demonstrate or perform applications of continuous traction to extremities	83
C168	Demonstrate or perform treatment of open fractures of lower extremities	83
D206	Compute distances on maps	83

DAFSC 1T251. The 68 active duty members at the 5-skill level, representing 39 percent of the survey sample, perform an average of 325 tasks. In Table 7, it is clear that nearly two-thirds (65 percent) of all members are performing duties within the core Pararescue Job. Whereas, in Table 9 (time spent on duties) DAFSC 1T251 members are performing mainly medical (24 percent), aircraft operations (15 percent), and field operating activities (13 percent). The active duty DAFSC 1T251 personnel average 125 months TAFMS. Table 12 lists representative tasks performed by these members. Again, demonstrating both the medical and operational composition of their work. Finally, Table 13 represents tasks which best differentiate between DAFSC 1T231 and 1T251 personnel. Clearly, both skill-level groups are performing technical duties. However, the distinguishing factor is that first-line supervisory duties begin to arise for a third (or greater) of all active duty 5-skill level personnel.

DAFSC 1T271. The 30 active duty members at the 7-skill level, representing 17 percent of the survey sample, perform an average of 348 tasks. Table 7 (percent members performing) and Table 9 (time spent on duties) represent both the jobs and duties performed by these mid-career personnel. The highest concentration of 7-skill level personnel (43 percent) is found within the core Pararescue Job. However, a significant distribution (24 percent) of personnel performing the Management Job begins to appear. As a group, the active duty AFSC 1T271 personnel average 226 months TAFMS. Table 14 lists representative tasks performed by these members which confirms the combination of medical, operational, and supervisory tasks comprising their work. Table 15 represents tasks which best differentiate between DAFSC 1T251 and 1T271 personnel. As depicted, the 7-skill level personnel are performing a higher number of supervisory tasks, as contrasted with AFSC 1T251 personnel.

DAFSC 1T291. The 4 active duty members at the 9-skill level, representing 2 percent of the survey sample, perform an average of 367 tasks. Table 7 (percent members performing) and Table 9 (time spent on duties) represent all active duty DAFSC 1T291 members. For the first time, the majority of skill-level members (50 percent) are working within the Management Job. Whereas, an equal distribution is evident between both the Pararescue and Training jobs, at 25 percent each. These senior active duty 1T291 personnel average 254 months TAFMS.

Table 16 lists representative tasks performed by these members. Although medical and operational tasks remain apparent, higher level tasks associated with the Management Job are the essence. Table 17 represents tasks which best differentiate between DAFSC 1T271 and 1T291 personnel. Clearly, DAFSC 1T271 members retain a technical focus; while 9-skill level personnel perform higher order managerial tasks. In general, senior DAFSC 1T291 personnel are more involved in both the Training and Management jobs to a much larger extent than the antecedent DAFSCs.

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 1T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=68)
C106	Demonstrate or perform intravenous fluid therapies	91
C77	Conduct initial or recurring patient assessments	91
C76	Carry patients using litters	90
C90	Demonstrate or perform basic bandaging techniques	88
C87	Demonstrate or perform airway management techniques	88
C150	Demonstrate or perform treatment of dehydration	88
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	88
D278	Perform physical conditioning	87
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, or hemostats	87
C187	Evaluate quality and rate of pulses	87
C146	Demonstrate or perform treatment of closed fractures of lower extremities	87
C125	Demonstrate or perform splint applications	85
F424	Perform day land parachute jumps	82
C118	Demonstrate or perform oxygen medication administration	82
C188	Evaluate respiratory status of patients	82
C193	Record vital signs	82
C190	Obtain medical histories	82
C94	Demonstrate or perform CPR	81
C126	Demonstrate or perform sterile bandage applications	81
C114	Demonstrate or perform oral airway insertions	81
C127	Demonstrate or perform sterile dressing applications	81
C178	Demonstrate or perform treatment of spinal injuries	81
C115	Demonstrate or perform oral endotracheal intubations	79
C179	Demonstrate or perform treatment of sprains or strains	79
C147	Demonstrate or perform treatment of closed fractures of upper extremities	79
C168	Demonstrate or perform treatment of open fractures of lower extremities	79
H564	Don and adjust scuba gear	78
C108	Demonstrate or perform measurements of blood pressure using ausculatory or cardiac methods	78
C105	Demonstrate or perform internal hemorrhage control using techniques such as cold packs, lavages, MASTs, or fluids	78
C121	Demonstrate or perform physical examinations	78
C119	Demonstrate or perform patient carries, such as fireman carries	78
C156	Demonstrate or perform treatment of flail chest injuries	78
C169	Demonstrate or perform treatment of open fractures of upper extremities	78
B70	Pack personal medical kits	76
C88	Demonstrate or perform applications of continuous traction to extremities	76
C82	Demonstrate or perform administration of medications using intradermal, intramuscular, or subcutaneous injection routes	76
C182	Demonstrate or perform triage of mass casualties	76

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 1T231 AND 1T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T231 (N=23)	DAFSC 1T251 (N=68)	DIFFERENCE
B75	Seal medical kit supplies	70	38	31
B65	Maintain medical equipment, such as Laerdol resuscitation bags, Kendrick extraction devices, or MASTs	57	28	29
H573	Perform air-pressure checks on scuba tanks	78	54	24
B66	Maintain medical kit supplies	52	29	23
H571	Maintain open-circuit diving equipment	61	38	23
B63	Inspect medical equipment, such as Laerdol resuscitation bags, Kendrick extraction devices, or military anti-shock trousers (MASTs)	70	47	23
B64	Inspect medical kits	87	65	22
B57	Assemble personal medical kit supplies	91	69	22
B73	Prepare or modify medical kit containers	57	35	21
A3	Attach inspection labels to items	61	40	21
L718	Counsel subordinates concerning personal matters	4	54	-50
M824	Evaluate progress of trainees	*	40	-40
L712	Conduct supervisory performance feedback sessions	*	38	-38
L798	Write performance reports or supervisory appraisals	*	32	-32
L746	Establish performance standards for subordinates	*	32	-32
L800	Write recommendations for awards or decorations	4	37	-32
M814	Determine training requirements, other than medical	4	37	-32
L795	Supervise military personnel	9	41	-32
L717	Coordinate proficiency training with appropriate agencies	9	41	-32
L714	Conduct supervisory orientations for newly assigned personnel	*	31	-31
L709	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	4	35	-31

* Denotes less than 1 percent

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 1T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=30)
C87	Demonstrate or perform airway management techniques	83
F424	Perform day land parachute jumps	83
C83	Demonstrate or perform administration of medications using intravenous infusions or injections	83
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	80
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	80
C94	Demonstrate or perform CPR	80
C81	Demonstrate or perform abdominal thrusts	80
C106	Demonstrate or perform intravenous fluid therapies	80
C127	Demonstrate or perform sterile dressing applications	80
C126	Demonstrate or perform sterile bandage applications	80
C125	Demonstrate or perform splint applications	80
C77	Conduct initial or recurring patient assessments	80
C108	Demonstrate or perform measurements of blood pressure using ausculatory or cardiac methods	80
C76	Carry patients using litters	80
C190	Obtain medical histories	80
C187	Evaluate quality and rate of pulses	80
F378	Attend altitude chamber training	80
C90	Demonstrate or perform basic bandaging techniques	77
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, or hemostats	77
C114	Demonstrate or perform oral airway insertions	77
C183	Demonstrate or perform unconscious patient management	77
C132	Demonstrate or perform treatment of hemorrhagic shock	77
C128	Demonstrate or perform sterile equipment usage for communicable disease preventions	77
C147	Demonstrate or perform treatment of closed fractures of upper extremities	77
C146	Demonstrate or perform treatment of closed fractures of lower extremities	77
C148	Demonstrate or perform treatment of closed rib fractures	77
C157	Demonstrate or perform treatment of head injuries	77
C193	Record vital signs	77
H564	Don and adjust scuba gear	77
C188	Evaluate respiratory status of patients	77
L795	Supervise military personnel	73
C88	Demonstrate or perform applications of continuous traction to extremities	73
D278	Perform physical conditioning	73
C82	Demonstrate or perform administration of medications using intradermal, intramuscular, or subcutaneous injection routes	73
C84	Demonstrate or perform administration of oral medications	73

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSC 1T251 AND 1T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T251 (N=68)	DAFSC 1T271 (N=30)	DIFFERENCE
D259	Navigate with lensatic compasses	71	43	27
G520	Perform camouflage or concealment techniques	63	37	27
G545	Perform survivor contact procedures	72	47	25
G541	Perform small team formation movement and security	68	43	24
L739	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	15	60	-45
L762	Evaluate rescue operations	18	60	-42
L753	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	15	53	-39
L738	Draft budget requirements	16	53	-37
L729	Direct AF pararescue continuation training	24	60	-36
L741	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	9	43	-35
L749	Evaluate budget requirements	12	47	-35
L799	Write staff studies, surveys, or routine reports, other than training or inspection reports	3	37	-34
L751	Evaluate individuals for special positions, such as jumpmasters or team leaders	19	53	-34
L745	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	21	53	-33
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	47	8	-33
L791	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	24	57	-33
F385	Deploy wind-indicating devices from aircraft	25	57	-32
L795	Supervise military personnel	41	73	-32

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 1T291 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=4)
D278	Perform physical conditioning	100
N837	Accomplish unit in-processing checklist procedures	100
N838	Accomplish unit out-processing checklist procedures	100
A5	Configure personal or mission equipment, other than rigging alternate method zodiac (RAMZ) packages or assemblies, to meet contingency or deployment requirements	100
C194	Review or research current medical procedures	100
B57	Assemble personal medical kit supplies	100
F378	Attend altitude chamber training	100
K638	Coordinate deployment of personnel with other MAJCOMs or joint service commands	100
L721	Determine or establish work assignments or priorities	100
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	100
L709	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
L712	Conduct supervisory performance feedback sessions	100
C135	Demonstrate or perform treatment of anaphylactic or allergic reactions	100
C121	Demonstrate or perform physical examinations	100
C182	Demonstrate or perform triage of mass casualties	100
L718	Counsel subordinates concerning personal matters	100
L795	Supervise military personnel	100
L706	Assign personnel to work areas or duty positions	100
C94	Demonstrate or perform CPR	100
C127	Demonstrate or perform sterile dressing applications	100
N844	Destroy classified materials	100
C115	Demonstrate or perform oral endotracheal intubations	100
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	100
C108	Demonstrate or perform measurements of blood pressure using ausculatory or cardiac methods	100
C114	Demonstrate or perform oral airway insertions	100
L798	Write performance reports or supervisory appraisals	100
L780	Participate in general meetings, such as staff meetings, conferences, or workshops, other than conducting	100
H564	Don and adjust scuba gear	100
C187	Evaluate quality and rate of pulses	100
C183	Demonstrate or perform unconscious patient management	100
C142	Demonstrate or perform treatment of cardiogenic shock	100
C150	Demonstrate or perform treatment of dehydration	100
C158	Demonstrate or perform treatment of heat-related injuries, such as heat exhaustion or heat stroke	100
K630	Accomplish mobility processing checklist procedures	100

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSC 1T271 AND 1T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T271 (N=30)	DAFSC 1T291 (N=4)	DIFFERENCE
F468	Perform or practice emergency aircraft egress procedures	53	*	53
A14	Evaluate serviceability of equipment, tools, parts, or supplies	50	*	50
F393	Install patient life-support equipment on aircraft	47	*	47
F411	Perform aerial scanning procedures	47	*	47
E319	Construct anchors, such as artificial, snow, or ice, other than equalizing or nonequalizing	47	*	47
E326	Construct tyrolean traverses	43	*	43
F405	Operate rescue hoists	43	*	43
E328	Determine avalanche factors or hazards	43	*	43
E341	Perform balance climbs	43	*	43
E367	Perform roped party climbs	43	*	43
N850	Initiate or maintain standby rosters or workcenter pyramid recall rosters	13	100	-87
N838	Accomplish unit out-processing checklist procedures	20	100	-80
N844	Destroy classified materials	23	100	-77
K638	Coordinate deployment of personnel with other MAJCOMs or joint service commands	30	100	-70
N837	Accomplish unit in-processing checklist procedures	30	100	-70
L773	Indorse performance reports or supervisory appraisals	33	100	-67
J624	Perform routine operator maintenance on or inspections of motor vehicles	37	100	-63
K641	Coordinate transportation of mobility or contingency equipment to deployment locations with appropriate agencies	13	75	-62
L771	Implement mobility plans for actual deployments	13	75	-62
K630	Accomplish mobility processing checklist procedures	40	100	-60
K635	Conduct mobility or contingency procedure orientations or briefings	17	75	-58

*Denotes less than 1 percent

DAFSC 1T200. The 2 active duty CEMs representing 1 percent of the survey sample, perform an average of 73 tasks. Table 7 (percent members performing) and Table 9 (time spent on duties) represent the active duty DAFSC 1T200 members. Clearly, these most senior personnel perform management activities (56 percent time spent) and training activities (14 percent time spent) to a higher extent than any other DAFSC group. These most advanced active duty 1T291 personnel average 285 months TAFMS. Table 18 lists representative, senior-level tasks performed by these members. Table 19 represents tasks which best differentiate between active duty DAFSC 1T291 and 1T200 personnel. The most glaring factor which differentiates a CEM from a DAFSC 1T291 member is that, as a whole, the CEMs spend more time with management activities and less time in the core Pararescue Job. In both cases, the emphasis is on managerial duties, although a need to retain technical proficiency is evident for both groups.

ANG Skill-Level Descriptions

DAFSC 1T251. The 13 ANG members at the 5-skill level, representing 7 percent of the survey sample, perform an average of 402 tasks. In Table 8, it is reported 77 percent of all members are performing duties within the core Pararescue Job. Whereas, in Table 10, the majority of the time spent on duties is divided between medical duties (24 percent), aircraft operations (18 percent), and both field operations and mountain climbing and rescue techniques, at 14 percent, respectively. The ANG DAFSC 1T251 personnel average 84 months TAFMS. Table 20 lists representative tasks performed by these members, again demonstrating both the exclusive medical and operational task composition of their work. There was negative evidence of first-line supervisory task performance by this group. Finally, 3-skill level personnel are not available to offer a contrast of tasks performed.

DAFSC 1T271. The 27 ANG members at the 7-skill level, representing 15 percent of the survey sample, perform an average of 439 tasks. Table 8 (percent members performing) and Table 10 (time spent on duties) represent all ANG DAFSC 1T271 members. Once more, the majority of personnel (85 percent) are working within the core Pararescue Job. Again, these mid-level members are performing a very low amount (7 percent time spent) of supervisory activities, although this is the primary distinguishing factor between ANG 5- and 7-skill level personnel. Otherwise, the time spent on duties is highly parallel with those performed by ANG DAFSC 1T251 members. The ANG DAFSC 1T271 personnel average 160 months TAFMS. Table 21 lists representative tasks performed by these members. Tasks which best differentiate between DAFSC 1T251 and 1T271 personnel are reported in Table 22.

DAFSC 1T291. The 3 ANG members at the 9-skill level, representing nearly 2 percent of the survey sample, perform an average of 416 tasks. Table 8 (percent members performing) and Table 10 (time spent on duties) includes all DAFSC 1T291 respondents. Interestingly, all ANG 9-skill level personnel report working within the Pararescue Job, i.e., no representation within the Management Job. Also, their relative time spent across duties is comparable with both ANG DAFSC 1T251 and 1T271 personnel. The ANG DAFSC 1T291 personnel average 154 months

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY DAFSC 1T200 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=2)
L709	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
L780	Participate in general meetings, such as staff meetings, conferences, or workshops, other than conducting	100
L781	Plan briefings, conferences, or workshops	100
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	100
M814	Determine training requirements, other than medical	100
F424	Perform day land parachute jumps	100
L720	Determine or establish publications requirements	100
L719	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	100
L717	Coordinate proficiency training with appropriate agencies	100
F478	Review aircraft emergency procedures	100
F481	Review or perform reserve parachute deployment procedures	100
H588	Perform open-circuit dive operations	100
F442	Perform jumpmaster duties	100
H601	Practice or perform diver-to-diver hand signals	100
H565	Fit buoyancy compensators	100
H564	Don and adjust scuba gear	100
H566	Fit life preservers	100
M811	Conduct training conferences, briefings, or debriefings	50
N870	Write minutes of briefings, conferences, or meetings	50
D278	Perform physical conditioning	50
F378	Attend altitude chamber training	50
M832	Schedule training	50
M827	Monitor jump records	50
M833	Schedule personnel for training	50
M826	Maintain training records or files	50

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSC 1T291 AND 1T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 1T291 (N=4)	DAFSC 1T200 (N=2)	DIFFERENCE
C129	Demonstrate or perform suction device operations	100	*	100
C194	Review or research current medical procedures	100	*	100
C147	Demonstrate or perform treatment of closed fractures of upper extremities	100	*	100
C132	Demonstrate or perform treatment of hemorrhagic shock	100	*	100
A5	Configure personal or mission equipment, other than RAMZ packages or assemblies, to meet contingency or deployment requirements	100	*	100
N838	Accomplish unit out-processing checklist procedures	100	*	100
C135	Demonstrate or perform treatment of anaphylactic or allergic reactions	100	*	100
C168	Demonstrate or perform treatment of open fractures of lower extremities	100	*	100
C169	Demonstrate or perform treatment of open fractures of upper extremities	100	*	100
C106	Demonstrate or perform intravenous fluid therapies	100	*	100
M814	Determine training requirements, other than medical	25	100	-75
L717	Coordinate proficiency training with appropriate agencies	25	100	-75
F478	Review aircraft emergency procedures	25	100	-75
L720	Determine or establish publications requirements	50	100	-50
N841	Complete accident or incident reports	*	50	-50
A14	Evaluate serviceability of equipment, tools, parts, or supplies	*	50	-50
N863	Plan utilization of aircraft or interfly agreements	*	50	-50
L768	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	*	50	-50
F481	Review or perform reserve parachute deployment procedures	50	100	-50
L716	Coordinate host-tenant or interservice agreements with appropriate agencies	*	50	-50

* Denotes less than 1 percent

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY AIR NATIONAL GUARD DAFSC 1T251 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=13)
D278	Perform physical conditioning	100
F484	Rinse parachute assemblies using fresh water	100
F481	Review or perform reserve parachute deployment procedures	100
F424	Perform day land parachute jumps	100
I613	Onload or offload RAMZ packages onto or from aircraft	100
F389	Don and adjust parachute harnesses	100
F425	Perform day low-and-slow insertion procedures	100
F473	Recover personnel using forest penetrators	100
C108	Demonstrate or perform measurements of blood pressure using ausculatory or cardiac methods	100
H564	Don and adjust scuba gear	100
C106	Demonstrate or perform intravenous fluid therapies	100
E372	Tie basic knots	100
C87	Demonstrate or perform airway management techniques	100
C77	Conduct initial or recurring patient assessments	100
C82	Demonstrate or perform administration of medications using intradermal, intramuscular, or subcutaneous injection routes	100
C83	Demonstrate or perform administration of medications using intravenous infusions or injections	100
C78	Demonstrate or perform advanced cardiac life support	100
C81	Demonstrate or perform abdominal thrusts	100
C142	Demonstrate or perform treatment of cardiogenic shock	100
F480	Review flight crew information files (FCIFs)	92
F397	Load personal gear on aircraft	92
F482	Review or perform towed parachutist recovery procedures	92
A5	Configure personal or mission equipment, other than rigging alternate method zodiac (RAMZ) packages or assemblies, to meet contingency or deployment requirements	92
I614	Perform RAMZ postdeployment or derigging procedures	92
I611	Deploy RAMZ using static-line packages	92
I616	Recover RAMZ packages	92
E323	Construct mechanical advantages	92
E320	Construct equalizing or nonequalizing anchors	92
E329	Establish belay positions	92
H573	Perform air-pressure checks on scuba tanks	92
F433	Perform day water parachute jumps	92
E338	Perform Z-pulley recoveries	92
F446	Perform night land parachute jumps	92
E373	Tie special knots, such as prusik or three-loop bowline knots	92
I615	Perform RAMZ surface operations	92
A40	Operationally check radio, beacon, or strobe-light batteries	92
F427	Perform day rappel insertion procedures	92

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY AIR NATIONAL GUARD DAFSC 1T271 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=27)
F480	Review flight crew information files (FCIFs)	100
F484	Rinse parachute assemblies using fresh water	100
C188	Evaluate respiratory status of patients	96
C121	Demonstrate or perform physical examinations	96
C187	Evaluate quality and rate of pulses	96
F482	Review or perform towed parachutist recovery procedures	96
C190	Obtain medical histories	96
C87	Demonstrate or perform airway management techniques	96
C90	Demonstrate or perform basic bandaging techniques	96
C157	Demonstrate or perform treatment of head injuries	96
C115	Demonstrate or perform oral endotracheal intubations	96
C193	Record vital signs	96
I613	Onload or offload RAMZ packages onto or from aircraft	96
I614	Perform RAMZ postdeployment or derigging procedures	96
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	96
C150	Demonstrate or perform treatment of dehydration	96
C182	Demonstrate or perform triage of mass casualties	96
C114	Demonstrate or perform oral airway insertions	96
C147	Demonstrate or perform treatment of closed fractures of upper extremities	96
C146	Demonstrate or perform treatment of closed fractures of lower extremities	96
C191	Present patient physical condition findings to medical authorities	96
I608	Configure aircraft for RAMZ deployments	96
C94	Demonstrate or perform CPR	96
C88	Demonstrate or perform applications of continuous traction to extremities	96
C148	Demonstrate or perform treatment of closed rib fractures	96
C169	Demonstrate or perform treatment of open fractures of upper extremities	96
C152	Demonstrate or perform treatment of diarrhea	96
C129	Demonstrate or perform suction device operations	96
I611	Deploy RAMZ using static-line packages	96
C168	Demonstrate or perform treatment of open fractures of lower extremities	96
C84	Demonstrate or perform administration of oral medications	96
C158	Demonstrate or perform treatment of heat-related injuries, such as heat exhaustion or heat stroke	96
D278	Perform physical conditioning	93
F439	Perform helicopter tactical operations, such as night vision goggle (NVG) or day tactical operations	93

TABLE 22

TASKS WHICH BEST DIFFERENTIATE BETWEEN AIR NATIONAL GUARD DAFSC 1T251 AND 1T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ANG DAFSC 1T251 (N=13)	ANG DAFSC 1T271 (N=27)	DIFFERENCE
D224	Determine directions using watches	92	44	48
D223	Determine directions using shadows	85	41	44
B56	Assemble oxygen equipment, other than jump-related	77	33	44
D213	Construct traps or snares	69	26	43
D212	Construct solar stills	62	19	43
C103	Demonstrate or perform gastric lavages	92	52	40
C102	Demonstrate or perform fasciotomies on burns	92	52	40
D222	Determine directions using celestial bodies	92	56	37
K650	Erect tents	69	33	36
H596	Perform underwater searches, such as circle line, clump line, or parallel searches	69	33	36
C133	Demonstrate or perform treatment of physiological effects of space flights	54	19	35
H580	Perform dive medical technician (DMT) activities	46	11	35
L703	Advise civilian agencies on pararescue activities or capabilities	15	74	-59
N843	Coordinate requests for TDY orders with appropriate agencies	8	59	-52
L718	Counsel subordinates concerning personal matters	8	59	-52
K699	Unpack or download mobility containers at mission locations	15	67	-51
L717	Coordinate proficiency training with appropriate agencies	*	48	-48
L795	Supervise military personnel	*	48	-48
M831	Procure training aids, space, or equipment	*	48	-48

* Denotes less than 1 percent

TAFMS. Table 23 indicates representative tasks performed by ANG DAFSC 1T291 personnel; again lending support to a very heavily steeped, operational emphasis. Table 24 represents tasks which best differentiate between ANG DAFSC 1T271 and 1T291 personnel. As stated, both operational and technical duties are apparent, although there exists a slight managerial emphasis for the 9-skill personnel.

DAFSC 1T200. The 5 ANG CEMs representing nearly 3 percent of the survey sample, perform an average of 454 tasks. Table 8 (percent members performing) and Table 10 (time spent on duties) includes all DAFSC ANG 1T200 respondents. Of this group, there is an even split of percent members performing both the Pararescue and Management jobs, at 40 percent each. Furthermore, nearly one-third (30 percent) of their time is spent on management duties. This denotes the first time any ANG DAFSC group has reported spending this much time within the managerial activity. Otherwise, the balance of their time is spent across the more traditional Pararescue duty areas; in many ways similar to personnel across all ANG DAFSC groups. The ANG DAFSC 1T200 personnel average 276 months TAFMS. Table 25 indicates representative tasks performed by ANG DAFSC 1T200 personnel; clearly affirming a mixture of both operational and senior-level managerial tasks. Table 26 represents tasks which best differentiate between ANG DAFSC 1T291 and 1T200 personnel. As reported, the 9-skill level personnel remain involved with many medical and technical tasks; while the CEM's tasks are more purely managerial.

A Comparison of Active Duty to ANG DAFSC Groups

DAFSC 1T251. In Table 12, the majority of active duty tasks are medically related, although operational aspects are represented to a lesser extent. However, in Table 20, the majority of the tasks performed within the ANG are operational in nature, and the medical aspects play a less prominent role. The ANG DAFSC 1T251 personnel average 84 months TAFMS, exactly 3 years more than their active duty peers. Furthermore, Table 27 portrays tasks which differentiate between the active duty and ANG portions of the sample. Evidently, the active duty pararescuemen perform the tasks associated with the role of first-line supervisors, while their ANG colleagues spend more emphasis on operationally related, technical duties.

DAFSC 1T271. In Tables 14 and 21, it is apparent that all 7-skill level members continue performing both medical and technical tasks. In addition, Table 14 reports that a high percentage (73 percent) of the active duty sample supervise military personnel. As for percent members performing a specific task, once more, the majority of active duty tasks are medically related. In contrast, Table 21 depicts a more balanced view, i.e., the tasks performed by the ANG are a mixture of both operational and medical procedures. The ANG DAFSC 1T271 personnel average 160 months TAFMS, nearly 5 and 1/2 years less than their active duty counterparts. Moreover, Table 28 reflects tasks which best differentiate between active duty and ANG members. Once again, significant numbers of active duty members (7-skill level) are involved with supervisory

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1T291 PERSONNEL

	TASKS	PERCENT MEMBERS PERFORMING (N=3)
D278	Perform physical conditioning	100
F411	Perform aerial scanning procedures	100
F439	Perform helicopter tactical operations, such as night vision goggle (NVG) or day tactical operations	100
F401	Open or close cargo or troop doors	100
F397	Load personal gear on aircraft	100
A13	Evaluate equipment allowances or authorization changes	100
F385	Deploy wind-indicating devices from aircraft	100
F389	Don and adjust parachute harnesses	100
K675	Participate in predeployment mobility briefings	100
A17	Identify and report equipment or supply problems	100
L706	Assign personnel to work areas or duty positions	100
L703	Advise civilian agencies on pararescue activities or capabilities	100
F376	Activate SDU/5E strobelights, chemlights, or MK6 flares	100
F377	Attach mission equipment to parachute harnesses	100
F442	Perform jumpmaster duties	100
K636	Conduct mobility training	100
K672	Pack section mobility containers	100
A16	Fit specialized clothing, such as wet suits, dry suits, parkas, or boots	100
F482	Review or perform towed parachutist recovery procedures	100
F484	Rinse parachute assemblies using fresh water	100
F407	Participate in crew operations debriefings	100
F485	Secure equipment for descents or landings	100
F481	Review or perform reserve parachute deployment procedures	100
F387	Determine wind drifts	100
F480	Review flight crew information files (FCIFs)	100
F449	Perform night rappel insertion procedures	100
A24	Inspect personnel parachutes	100
F424	Perform day land parachute jumps	100
F380	Consult with physicians prior to or during medical air evacuations	100
F410	Perform aerial gunnery duties	100
E372	Tie basic knots	100
A25	Inspect specialized equipment stored for deployment commitment or contingency plans	100
F381	Deploy equipment or supplies from aircraft for land missions	100
F456	Perform night water parachute jumps	100
L751	Evaluate individuals for special positions, such as jumpmasters or team leaders	100
F446	Perform night land parachute jumps	100
F433	Perform day water parachute jumps	100
F428	Perform day rope-ladder extraction procedures	100
L795	Supervise military personnel	100

TABLE 24

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1T271 AND 1T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ANG DAFSC 1T271 (N=27)	ANG DAFSC 1T291 (N=3)	DIFFERENCE
H573	Perform air-pressure checks on scuba tanks	85	*	85
H560	Charge scuba tanks	74	*	74
F459	Perform preflight inspections of prepositioned emergency parachutes	70	*	70
D306	Remove human remains at incident sites	63	*	63
F457	Perform patient care during in-flight emergencies	63	*	63
B72	Prepare medical supplies or equipment for air drops	63	*	63
D277	Perform operator inspections of communications equipment	63	*	63
J624	Perform routine operator maintenance on or inspections of motor vehicles	63	*	63
F477	Research worldwide rescue operations procedures	63	*	63
A8	Develop equipment checklists	59	*	59
J623	Perform operator maintenance on motor vehicles in emergency or field situations	59	*	59
G533	Perform missions using helicopter assault landings	59	*	59
F469	Practice or perform shuttle abort mode recovery procedures	22	100	-78
A13	Evaluate equipment allowances or authorization changes	30	100	-70
L751	Evaluate individuals for special positions, such as jumpmasters or team leaders	30	100	-70
L706	Assign personnel to work areas or duty positions	30	100	-70
A27	Inventory individual retention equipment	33	100	-67
F417	Perform cargo-sling hookups	37	100	-63
A53	Verify or maintain due-out reports	7	67	-59

* Denotes less than 1 percent

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 1T200 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=5)
L709	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	100
F397	Load personal gear on aircraft	100
L718	Counsel subordinates concerning personal matters	100
L706	Assign personnel to work areas or duty positions	100
F389	Don and adjust parachute harnesses	100
L712	Conduct supervisory performance feedback sessions	100
L777	Interpret policies, directives, or procedures for subordinates	100
L702	Advise Air National Guard (ANG) or AF Reserve (AFR) units on pararescue activities or capabilities	100
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	100
L795	Supervise military personnel	100
L760	Evaluate personnel for promotion, demotion, reclassification, or special awards	100
F387	Determine wind drifts	100
F377	Attach mission equipment to parachute harnesses	100
F411	Perform aerial scanning procedures	100
F439	Perform helicopter tactical operations, such as night vision goggle (NVG) or day tactical operations	100
L721	Determine or establish work assignments or priorities	100
L791	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
L793	Schedule work assignments or priorities	100
L788	Prepare training justification requirements	100
L766	Evaluate workload requirements	100
L717	Coordinate proficiency training with appropriate agencies	100
L798	Write performance reports or supervisory appraisals	100
L797	Write job or position descriptions	100
L790	Review drafts of policy directives, instructions, or manuals	100
L710	Conduct self-inspections or self-assessments	100
L735	Direct development or maintenance of status boards, graphs, or charts	100
L719	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	100
L729	Direct AF pararescue continuation training	100
L707	Assign sponsors for newly assigned personnel	100
F385	Deploy wind-indicating devices from aircraft	100
L765	Evaluate work schedules	100
K675	Participate in predeployment mobility briefings	100
F424	Perform day land parachute jumps	100
K639	Coordinate exercise sourcing requirements with functional managers	100
F376	Activate SDU/5E strobelights, chemlights, or MK6 flares	100
F410	Perform aerial gunnery duties	100

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN ANG DAFSC 1T291 AND 1T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ANG DAFSC 1T291 (N=3)	ANG DAFSC 1T200 (N=5)	DIFFERENCE
C95	Demonstrate or perform cricothyroidotomies	100	*	100
C130	Demonstrate or perform suprapubic needle cystotomies	100	20	80
C93	Demonstrate or perform closed reductions of joint or fracture deformities	100	20	80
C92	Demonstrate or perform clavicle immobilizations	100	20	80
C99	Demonstrate or perform escharotomies on burns	100	20	80
C122	Demonstrate or perform psychologically disturbed patient control	100	20	80
C120	Demonstrate or perform patient urethral catheterizations	100	20	80
E352	Perform ice wall climbs	100	20	80
D297	Prepare medical logs for survivors	67	*	67
C98	Demonstrate or perform emergency field amputations	67	*	67
A52	Verify or maintain due-in from maintenance (DIFM) document listings, such as R26 or D23 reports	67	*	67
A17	Identify and report equipment or supply problems	100	40	60
K647	Develop personnel recall and accounting procedures	*	80	-80
N849	Initiate SORTS reports	*	80	-80
N840	Compile data for staff studies, records, reports, logs, or trend analyses	*	80	-80
L727	Direct administrative functions	*	80	-80
L724	Develop self-inspection or self-assessment program checklists	*	80	-80
L715	Confer with national or Department of Defense (DOD) agencies	*	80	-80
L792	Schedule staff assistance visits, inspections, or audits	*	80	-80

* Denotes less than 1 percent

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND ANG DAFSC 1T251 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE DUTY DAFSC 1T251 (N=68)	ANG DAFSC 1T251 (N=13)	DIFFERENCE
L718	Counsel subordinates concerning personal matters	54	8	47
M833	Schedule personnel for training	41	*	41
L795	Supervise military personnel	41	*	41
L717	Coordinate proficiency training with appropriate agencies	41	*	41
M824	Evaluate progress of trainees	40	*	40
N843	Coordinate requests for TDY orders with appropriate agencies	47	8	39
L721	Determine or establish work assignments or priorities	47	8	39
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	47	8	39
L712	Conduct supervisory performance feedback sessions	38	*	38
L710	Conduct self-inspections or self-assessments	46	8	38
		37	*	37
E351	Perform ice ax arrests	24	85	-61
E374	Traverse suspected avalanche terrains	18	77	-59
E340	Perform avalanche search and recovery procedures	28	85	-57
I608	Configure aircraft for RAMZ deployments	38	92	-54
F480	Review flight crew information files (FCIFs)	40	92	-53
C102	Demonstrate or perform fasciotomies on burns	40	92	-53
K650	Erect tents	16	69	-53
C99	Demonstrate or perform escharotomies on burns	41	92	-51
F484	Rinse parachute assemblies using fresh water	50	100	-50

* Denotes less than 1 percent

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND ANG DAFSC 1T271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE DUTY DAFSC 1T271 (N=30)	ANG DAFSC 1T271 (N=27)	DIFFERENCE
L712	Conduct supervisory performance feedback sessions	63	15	49
L746	Establish performance standards for subordinates	63	19	45
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	80	41	39
L739	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	60	26	34
L800	Write recommendations for awards or decorations	63	30	34
L741	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	43	11	32
L760	Evaluate personnel for promotion, demotion, reclassification, or special awards	50	19	31
L753	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	53	22	31
H579	Perform CRRC operations	33	4	30
L749	Evaluate budget requirements	47	19	28
L798	Write performance reports or supervisory appraisals	50	22	28
F480	Review flight crew information files (FCIFs)	33	100	-67
H571	Maintain open-circuit diving equipment	23	81	-58
I611	Deploy RAMZ using static-line packages	40	96	-56
I614	Perform RAMZ postdeployment or derigging procedures	40	96	-56
H560	Charge scuba tanks	20	74	-54

duties, while their ANG counterparts spend more emphasis on operationally related technical duties. As a whole, DAFSC 1T271 personnel begin spending more job time (16 percent) in managerial duties.

DAFSC 1T291. Tables 16 and 23 illustrate that all 9-skill level personnel continue performing both medical and technical tasks, although it is clear that supervisory and management tasks are included. For the first time, a more balanced mix of managerial, operational, and medical duties emerge. The ANG DAFSC 1T291 personnel average 154 months TAFMS, more than 8 years less than their active duty counterparts. Table 29 reports tasks which best differentiate between active duty and ANG members. For senior active duty members, the emphasis remains managerial while their ANG counterparts clearly spend the majority of their job emphasis on operationally related technical duties.

DAFSC 1T200. Tables 18 and 25 distinguish between the tasks performed by both the active duty and ANG CEMs. In both cases, the emphasis is on managerial duties, although a need to retain technical proficiency remains constant. However, Table 30 clearly indicates that ANG CEMs reported continuing to perform mission essential, operationally oriented tasks. The ANG DAFSC 1T200 personnel average 276 months TAFMS, near equal with their active duty counterparts. Overall, senior DAFSC 1T200 personnel are managers who continue to serve as role models by not foregoing what it takes to succeed within a very uniquely demanding career ladder.

Summary

Given the above DAFSC analysis, it is apparent that AFSC 1T2X1 career ladder progression is somewhat atypical as compared to the majority of enlisted AFSCs. The most poignant support for this statement is based on the extent to which the 7- through 9-skill level personnel continue to perform operational and medical duties, versus more of a pure managerial role. At the CEM level the true essence of the job is managerial; however, proficiency is maintained by performing the inherent tasks of their trade as Pararescueman (particularly within the ANG).

TRAINING ANALYSIS

Occupational survey data are sources of information which can be useful in the development and revision of relevant training programs for entry-level personnel. Factors used to evaluate entry-level AFSC 1T2X1 Pararescue training include jobs being performed by first-enlistment (1-48 months TAFMS) personnel, overall distribution of first-enlistment personnel across career ladder jobs, percent first-enlistment members performing specific tasks or using specific equipment items, ratings of how much TE tasks should receive in formal training, and ratings of relative TD.

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND ANG DAFSC 1T291 PERSONNEL
(PERCENT MEMBERS PERFORMING)

	TASKS	ACTIVE DUTY DAFSC 1T291 (N=4)	AIR GUARD DAFSC 1T291 (N=3)	DIFFERENCE
N837	Accomplish unit in-processing checklist procedures	100	*	100
N850	Initiate or maintain standby rosters or workcenter pyramid recall rosters	100	*	100
N844	Destroy classified materials	100	*	100
N838	Accomplish unit out-processing checklist procedures	100	*	100
L712	Conduct supervisory performance feedback sessions	100	*	100
J624	Perform routine operator maintenance on or inspections of motor vehicles	100	*	100
G515	Perform airfield casualty transfer or transload operations	75	*	75
L737	Direct transportation of students, teams, or equipment	75	*	75
L799	Write staff studies, surveys, or routine reports, other than training or inspection reports	75	*	75
G553	Research or accomplish appropriate immunizations for geographic areas	75	*	75
G523	Perform day soft-duck (S-DUCK) deployments	75	*	75
L754	Evaluate job or position descriptions	75	*	75
N861	Maintain or update status indicators, such as boards, graphs, or charts	75	*	75
F395	Install or remove aircraft wheel chocks	*	100	-100
E328	Determine avalanche factors or hazards	*	100	-100
F469	Practice or perform shuttle abort mode recovery procedures	*	100	-100
E362	Perform overland travel using snow shoes or skiing techniques	*	100	-100
E351	Perform ice ax arrests	*	100	-100
E352	Perform ice wall climbs	*	100	-100

* Denotes less than 1 percent

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND ANG DAFSC 1T200 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		ACTIVE DUTY DAFSC 1T200 (N=2)	ANG DAFSC 1T200 (N=5)	DIFFERENCE
H588	Perform open-circuit dive operations	100	40	60
F481	Review or perform reserve parachute deployment procedures	100	60	40
H565	Fit buoyancy compensators	100	60	40
H566	Fit life preservers	100	60	40
H601	Practice or perform diver-to-diver hand signals	100	60	40
L720	Determine or establish publications requirements	100	60	40
H564	Don and adjust scuba gear	100	60	40
L781	Plan briefings, conferences, or workshops	100	80	20
M814	Determine training requirements, other than medical	100	80	20
F478	Review aircraft emergency procedures	100	80	20
L780	Participate in general meetings, such as staff meetings, conferences, or workshops, other than conducting	100	80	20
F411	Perform aerial scanning procedures	*	100	-100
F428	Perform day rope-ladder extraction procedures	*	100	-100
F397	Load personal gear on aircraft	*	100	-100
F446	Perform night land parachute jumps	*	100	-100
F447	Perform night low-and-slow insertion procedures	*	100	-100
K640	Coordinate mobility or contingency requirements with appropriate agencies	*	100	-100
F385	Deploy wind-indicating devices from aircraft	*	100	-100
F410	Perform aerial gunnery duties	*	100	-100

* Denotes less than 1 percent

First-Enlistment Personnel

In this study, there are 22 AFSC 1T2X1 members in their first enlistment (1-48 months TAFMS), representing 13 percent of all those surveyed. These personnel are heavily concentrated (86 percent) in the core Pararescue Job (see Figure 2). Otherwise, they are only classified in either the Training Job (5 percent) or the Not Grouped category (8 percent). Table 31 shows the relative percent of time spent across duties by first-enlistment AFSC 1T2X1 members. The largest percent of their time (22 percent) is spent demonstrating or performing medical duties. Thereafter, 19 percent of their time is spent on performing aircraft operations and deployment activities, 15 percent is spent performing field operating activities, while the remainder of their time is rather evenly distributed across the duty areas. Table 32 is representative of the common tasks performed by first-enlistment personnel. Table 33 reports the prevalent types of survival recovery equipment items used; while Table 34 lists the frequently used medical items by first-term airmen. Lastly, the extensive variety of Pararescue first-enlistment medical certifications is reflected in Table 35.

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary task factors that can help training development personnel decide which tasks to emphasize for entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, provide training personnel with a rank-ordering of those tasks considered important for training airmen with 1-48 months TAFMS (TE), and a measure of the relative difficulty of those tasks (TD). When combined with data on the percentages of entry-level personnel performing those tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages for performance, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages for performance, may be appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for new personnel. Naturally, these decisions must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist training development personnel, AFOMS developed a computer program that uses these task factors and the percentage of 1-48 months TAFMS personnel performing tasks to produce Automated Training Indicators (ATI). ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETC Instruction 36-2601. ATIs allow training developers to quickly focus attention on those tasks which are most likely to qualify for resident course consideration.

Tasks having the highest TE ratings for AFSC 1T2X1 personnel with 1-48 months TAFMS are listed in Table 36. Included for each task are the percentages of 1-48 months TAFMS (first-enlistment) personnel performing each task and the TD ratings. As illustrated in the table, most

AFSC 1T2X1
First-Enlistment Jobs
(N=22)

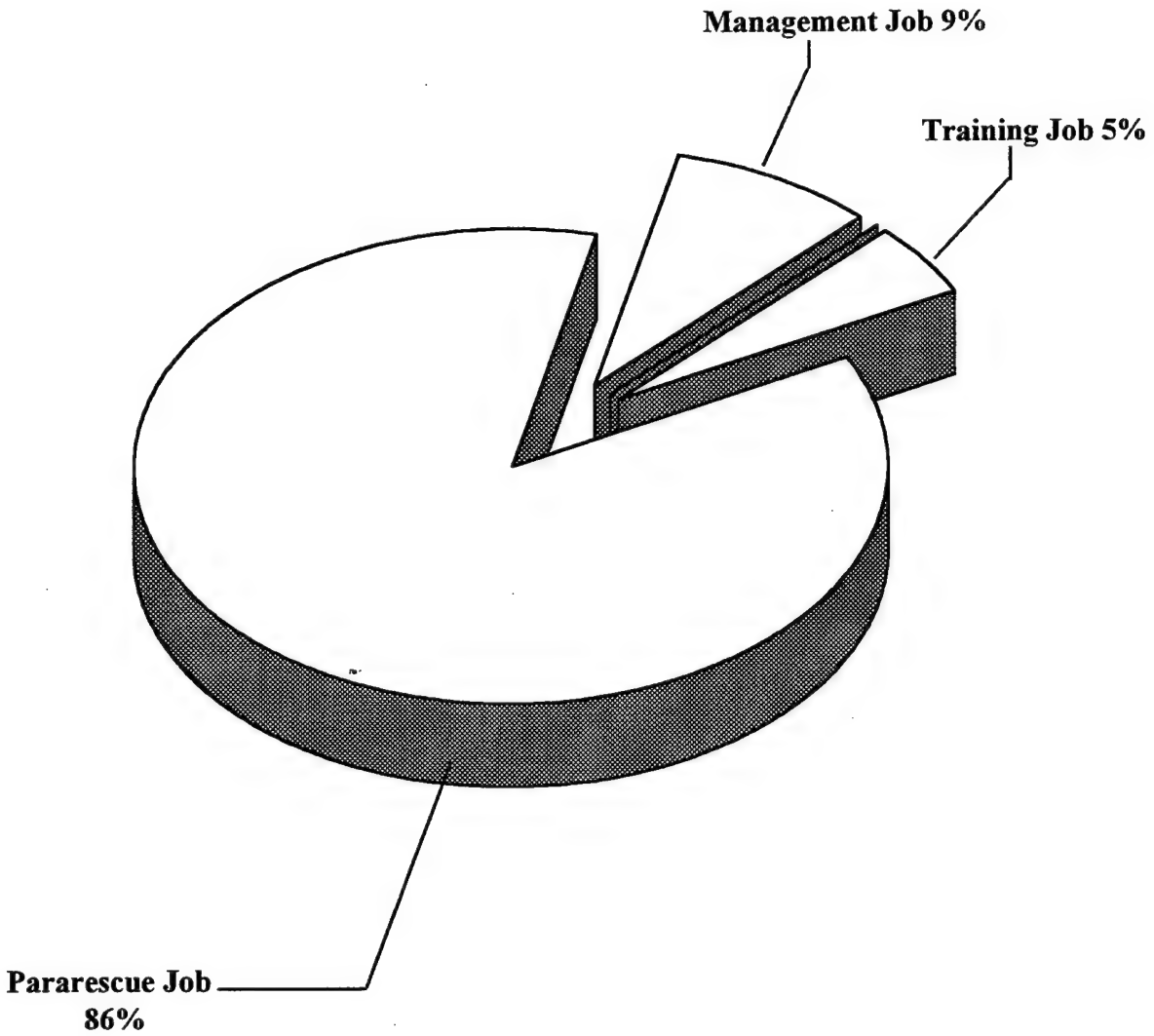

Figure 2

TABLE 31

RELATIVE PERCENT TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 1T2X1 PERSONNEL

DUTIES		PERCENT MEMBERS PERFORMING (N=22)
A	PERFORMING SUPPLY AND NONMEDICAL EQUIPMENT MAINTENANCE ACTIVITIES	7
B	MAINTAINING MEDICAL KITS AND EQUIPMENT	5
C	DEMONSTRATING OR PERFORMING MEDICAL DUTIES AND TECHNIQUES	22
D	PERFORMING FIELD OPERATIONS ACTIVITIES	15
E	PERFORMING MOUNTAIN CLIMBING AND RESCUE	7
F	PERFORMING AIRCRAFT OPERATIONS AND DEPLOYMENT ACTIVITIES	19
G	PERFORMING TACTICAL OPERATIONS ACTIVITIES	8
H	PERFORMING SCUBA AND WATER OPERATIONS ACTIVITIES	7
I	PERFORMING RIGGING ALTERNATE METHOD ZODIAC (RAMZ) ACTIVITIES	2
J	PERFORMING MOTOR VEHICLE ACTIVITIES	1
K	PERFORMING MOBILITY AND CONTINGENCY	3
L	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
M	PERFORMING TRAINING ACTIVITIES	*
N	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	*

* Denotes less than 1 percent

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT AFSC 1T2X1 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=22)
C76	Carry patients using litters	100
C90	Demonstrate or perform basic bandaging techniques	95
F424	Perform day land parachute jumps	95
H561	Clean personal water operations equipment, e.g., life preservers, life rafts, etc.	95
B70	Pack personal medical kits	91
C106	Demonstrate or perform intravenous fluid therapies	91
E372	Tie basic knots	91
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	91
D278	Perform physical conditioning	86
F397	Load personal gear on aircraft	86
F389	Don and adjust parachute harnesses	86
H564	Don and adjust scuba gear	86
C150	Demonstrate or perform treatment of dehydration	86
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, or hemostats	86
F428	Perform day rope-ladder extraction procedures	86
C77	Conduct initial or recurring patient assessments	86
C190	Obtain medical histories	86
C126	Demonstrate or perform sterile bandage applications	86
C193	Record vital signs	86
C87	Demonstrate or perform airway management techniques	86
C119	Demonstrate or perform patient carries, such as fireman carries	86
B57	Assemble personal medical kit supplies	82

TABLE 33

SURVIVAL RECOVERY EQUIPMENT ITEMS
USED BY FIRST-ENLISTMENT AFSC 1T2X1 PERSONNEL
(N=22)

SURVIVAL RECOVERY EQUIPMENT	PERCENT MEMBERS PERFORMING
Forest Penetrators	23
Free-Fall Parachutes	23
Miller Board Litters	23
Rope Ladders	18
FRIES	18
Lows and Slows (Minimum Water Equipment)	14
Mountain Rescue Equipment	14
Pole Litters	14
REDS	14
Rappel Ropes	14
Horse Collars	9
Rescue Vehicles	9

TABLE 34

MEDICAL ITEMS USED BY MORE THAN 30 PERCENT
OF FIRST-ENLISTMENT AFSC 1T2X1 PERSONNEL
(N=22)

MEDICAL ITEMS	PERCENT MEMBERS PERFORMING
Intravenous Catheters	82
Intravenous Fluid Pressure Bags	82
Miller Spine Board	77
Stethoscopes	77
Cervical Collars	73
Laryngoscopes	73
KTD Traction Splints	68
Airway Adjuncts	68
Bag Valve Mask Devices	68
Pocket Masks	68
Sams Splints	68
Sphygmomanometers	68
KED Spine Boards	64
Wire Splints	64
Intravenous Fluid Warming Devices	59
Long Spine Boards	59
Oxygen Resuscitators	55
Skedcos	50
MASTS	50
Avioxs	45
Pulse Oximeters	45
V-Vac Hand-Powered Suctions	45
Hare Traction Splints	36

TABLE 35

MEDICAL CERTIFICATIONS HELD BY
FIRST-ENLISTMENT AFSC 1T2X1 PERSONNEL
(N=22)

MEDICAL CERTIFICATIONS	PERCENT MEMBERS PERFORMING
Advanced Cardiac Life Support	82
EMT-P National Certification	68
EMT-I National Certification	59
EMT-B Certification	50
Basic Trauma Life Support	45
Pediatric Advanced Cardiac Life Support	36
Advanced Trauma Life Support	18
EMT-W National Certification	14
CPR Instructor	9
Dive Medical Technician	9
Pre-Hospital Trauma Life Support	9

TABLE 36

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS		PERCENT MEMBERS PERFORMING TNG EMP	1ST ENL (N=22)	TSK DIF
C106	Demonstrate or perform intravenous fluid therapies	8.11	91	6.12
C87	Demonstrate or perform airway management techniques	8.07	86	6.23
C94	Demonstrate or perform CPR	8.04	73	5.43
C135	Demonstrate or perform treatment of anaphylactic or allergic reactions	7.96	68	6.47
C132	Demonstrate or perform treatment of hemorrhagic shock	7.93	73	6.12
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, hemostats	7.93	86	5.39
C83	Demonstrate or perform administration of medications using intravenous infusions or injections	7.89	64	6.53
D278	Perform physical conditioning	7.85	86	4.27
C96	Demonstrate or perform determinations of medication dosages	7.85	55	7.12
C121	Demonstrate or perform physical examinations	7.81	64	5.88
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	7.74	91	5.77
C140	Demonstrate or perform treatment of burn shock	7.74	64	6.68
C105	Demonstrate or perform internal hemorrhage control using techniques such as cold packs, lavages, MASTs, or fluids	7.70	77	5.83
C150	Demonstrate or perform treatment of dehydration	7.70	86	4.95
C149	Demonstrate or perform treatment of cold-related injuries, such as frostbite, hypothermia, or exposure	7.67	68	5.45
C147	Demonstrate or perform treatment of closed fractures of upper extremities	7.67	77	5.25
C146	Demonstrate or perform treatment of closed fractures	7.67	82	5.36

tasks with the highest TE ratings relate to paramedical practices and procedures. These tasks are also performed by high percentages of 1-48 months TAFMS personnel and high TD values. Thus, they are prime candidates for a formal technical training program.

Table 37 lists the tasks having the highest TD ratings. The percentages of 1-48 months TAFMS, 5- and 7-skill level personnel performing, and TE ratings are also included for each task. Again, many of the tasks with the highest TD ratings involve paramedical practices and procedures. Also, most are performed by greater than 20 percent of personnel, again indicative of top choices for inclusion in a formal technical training program.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the **TRAINING EXTRACT** package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.

Specialty Training Standard (STS) Analysis

A comprehensive review of the AFSC 1T2X1 STS, dated April 1998, was made by comparing survey data to STS elements. To assist in the examination of the STS, technical school SMEs from the 342nd Training Squadron, Kirtland AFB NM, matched JI tasks to appropriate sections and subsections of the STS. Elements with performance objectives were reviewed in terms of TE, TD, and percent members performing, using the guidance provided in AETC Instruction 36-2601. STS paragraphs containing general knowledge information, subject-matter knowledge requirements, or supervisory responsibilities were not reviewed. Typically, STS elements matched to tasks which have sufficiently high TE and TD ratings and are performed by at least 20 percent of personnel in appropriate experience of skill-level groups (such as first-enlistment (1-48 months of TAFMS), and 5- and 7-skill level groups) should be considered for inclusion in the STS. Likewise, elements matched to tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS.

Using this standard approach, only 5 of the 1T2X1 STS line items did not match tasks with at least 20 percent members performing when compared to the DAFSC criterion groups mentioned above (see Table 38). Training personnel and SMEs should review these elements to determine if they warrant remaining in the STS. Otherwise, there were several STS line items that at first glance appeared not to be supported by OSR data. However, a secondary analysis confirmed these tasks as MAJCOM specific, i.e., 20 percent or greater members performing.

Tasks not matched to any paragraph of the STS are listed at the end of the STS computer listing. Table 39 provides a comprehensive list of the tasks which were performed by 20 percent or more of criterion groups, but not matched to any STS item. Most of these tasks are rated high in TE and TD and have high percent members performing. Training personnel and SMEs should review the tasks not referenced for possible inclusion in the STS.

TABLE 37

TASKS RATED HIGHEST IN TASK DIFFICULTY

			PERCENT MEMBERS PERFORMING			
		TSK DIF	1ST ENL (N=22)	DAFSC 1T251 (N=81)	DAFSC 1T271 (N=57)	TNG EMP
C98	Demonstrate or perform emergency field amputations	8.01	14	44	54	6.30
C95	Demonstrate or perform cricothyroidotomies	7.96	50	60	74	7.56
C78	Demonstrate or perform advanced cardiac life support	7.86	68	72	67	6.30
E349	Perform high-altitude search and recovery procedures using supplemental oxygen	7.75	5	17	28	3.81
C80	Demonstrate or perform treatment of pneumothoraxes or hemothoraxes using minor surgical procedures	7.72	68	75	77	7.67
E350	Perform high-altitude search and recovery procedures without supplemental oxygen	7.63	9	28	44	4.15
C99	Demonstrate or perform escharotomies on burns	7.61	18	49	58	6.85
E347	Perform crevasse recovery procedures	7.59	27	36	49	5.96
C184	Demonstrate or perform venous cut-downs	7.46	45	53	54	6.48
C103	Demonstrate or perform gastric lavages	7.38	18	52	53	6.89
C113	Demonstrate or perform obstetrical field delivery management	7.35	32	53	63	5.96
F443	Perform night closed-circuit scuba parachute jumps	7.30	0	12	5	2.78
C136	Demonstrate or perform treatment of biological pathogens	7.17	32	52	58	6.52
E352	Perform ice wall climbs	7.15	14	28	44	5.00
C130	Demonstrate or perform suprapubic needle cystotomies	7.13	23	48	63	6.52
C96	Demonstrate or perform determinations of medication dosages	7.12	55	69	79	7.85
C131	Demonstrate or perform suturing of wounds	7.06	55	63	72	6.93
B60	Establish medical supply accounts	7.06	9	21	21	1.37
A12	Establish unit explosives, munitions, or weapons storage procedures	7.04	0	17	26	0.89

TABLE 38

STS ENTRIES NOT SUPPORTED BY OSR DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)

STS LINE ITEMS/TASKS	TNG EMP	1ST JOB (N=22)	DAFSC 1T231 (N=23)	DAFSC 1T251 (N=81)	DAFSC 1T271 (N=57)	TSK DIF
70.f. Parachute:						
F431 Perform day tree parachute (PC) jumps	4.74	0	4	12	17	6.46
F443 Perform night closed-circuit scuba PC jumps	2.78	0	0	10	7	7.30
F465 Perform tree letdown procedure	5.30	14	17	16	13	4.61
75.c.(1) Small Team Airborne Operations (STABO):						
F452 Perform night STABO insert/extract procedures	4.19	0	0	6	10	5.26
F451 Perform night SPIE procedures	4.74	0	0	10	17	5.44
75.d. Rope Ladder:						
F430 Perform STABO insert/extract procedures	4.48	0	4	7	10	4.88
101.b. Identify Acclimatization Factors:						
E349 Perform high-altitude search and recovery using supplemental oxygen:	3.81	5	9	12	17	7.75
124. Submarine Operations:						
H592 Perform submarine lock-in/lockout procedures	2.22	2	5	4	6	6.17

TABLE 39

TASKS NOT REFERENCED TO THE AFSC 1T2X1 STS
(GREATER THAN 20 PERCENT MEMBERS PERFORMING)

TASKS		TNG EMP	1ST JOB (N=22)	DAFSC 1T231 (N=23)	DAFSC 1T251 (N=81)	DAFSC 1T271 (N=57)	TSK DIF
B56	Assemble oxygen equipment, (non-jump related)	5.41	55	57	43	33	4.75
B63	Inspect medical equipment	6.11	55	70	47	43	4.60
C104	Demonstrate or perform inhalation equip ops	7.22	36	57	57	60	5.65
D196	Assess possible behaviors of survivors	5.70	45	39	49	47	5.29
D269	Orient maps using compasses	6.44	64	70	72	67	3.70
E358	Perform mountain bivouacs	6.30	27	17	37	47	5.88
G491	Conduct surveillance without electronic aid	4.67	14	22	26	30	5.17
G492	Conduct extended clandestine ground ops	4.96	14	4	26	23	6.76
G493	Conduct limited clandestine ground ops	5.04	18	13	40	40	6.54
G498	Derig motorcycles after insertions	4.37	14	9	21	20	4.67
G499	Destroy/disable aircraft with explosive devices	3.93	14	13	19	27	5.27
G500	Direct ground combat fire support	4.44	14	4	21	20	5.79
G512	Operate special purpose vehicles using NVG's	5.56	45	43	47	47	5.33
G515	Perform airfield casualty transfer/transload ops	5.07	41	39	43	37	4.66
G519	Perform cache operations	4.78	18	22	26	13	4.64
G528	Perform joint casualty collection point duties	4.37	36	35	35	27	5.60
G540	Perform search/rescue security team operations	5.26	64	43	53	30	6.00
G543	Perform subsurface in/exfiltration procedures	4.41	23	26	29	27	6.77
G548	Perform unassisted evasion procedures	5.59	32	17	41	33	5.79
H571	Maintain open-circuit diving equipment	4.07	45	61	38	23	4.92
H576	Perform buddy breathing procedures	6.11	36	39	38	40	4.42
H577	Perform cast and recovery operations	5.26	32	17	34	27	4.74
H582	Perform drysuit donning/removal procedures	5.85	32	30	46	33	4.45
H583	Perform entry/exit procedures with scuba equip	5.63	45	43	54	63	4.61
H601	Practice or perform diver-to-diver hand signals	5.52	73	65	68	63	4.11

JOB SATISFACTION ANALYSIS

An examination of job satisfaction indicators can give career ladder managers a better understanding of factors that may affect the job performance of career ladder airmen. Therefore, the survey booklet included attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were analyzed by making comparisons among TAFMS groups of the AFSC 1T2X1 career ladders and by comparing the results of the present survey with both the Pararescue satisfaction indicators reported in the 1995 OSR. Finally, the results of the JI reenlistment question from the other Aircrew AFSC groups (1995) is reflected.

Table 40 reports the job satisfaction indicators for the three independent Pararescue jobs. Overall, the indicators are positive with the only exception being the Training Job, where members are equally divided at 41 percent each on whether they will reenlist or not.

Table 41 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from those surveyed in 1995. This data gives a relative measure of how the job satisfaction of AFSC 1T2X1 personnel compares over time.

All TAFMS groups rated lower job satisfaction on all indicators (Table 39), except expressed job interest and perceived use of training by first-enlistment personnel. The most dramatic declines were noted for both first-term airmen perceived use of talents (-13 percent) and reenlistment intentions (-14 percent), second-term airmen perceived use of talents (-15 percent) and perceived use of training (-25 percent), and career airmen, with 97+ TAFMS reenlistment intentions (-17 percent). This equates to an expressed reenlistment intention rate of only 45 percent for first-term airmen, 28 percent for second-term airmen, and 53 percent for career airmen. Consequently, an immediate retention concern has appeared over the past 3 years. Finally, in a positive sense, the first-term indicators for both expressed job interest (+16 percent) and perceived use of training (+17 percent) are encouraging.

However, given the overall obvious declination of the perceived use of talents, use of training, and reenlistment intentions of Pararescuemen (PJs), it is prudent to report and summarize their write-in comments. Thirty-three PJs (19 percent of those surveyed) independently provided well designed and in-depth insight as to what they believe are the prevailing problems within their profession. Their comments are categorized and summarized as follows:

1. Lack of training emphasis placed on core Pararescue duties: Twenty-eight PJs had much to express about this concern. Prevailing issues are:

   a. "I wish for the opportunity to accomplish the 870 tasks listed in this survey!"

TABLE 40

JOB SATISFACTION INDICATORS FOR PARARESCUE JOBS
(PERCENT MEMBERS RESPONDING)

	PARARESCUE JOB (N=111)	TRAINING JOB (N=17)	MANAGEMENT JOB (N=15)
EXPRESSED JOB INTEREST			
INTERESTING	89	82	80
SO-SO	3	6	13
DULL	8	12	7
PERCEIVED USE OF TALENTS			
FAIRLY WELL TO PERFECTLY	75	88	80
LITTLE OR NOT AT ALL	25	12	20
PERCEIVED USE OF TRAINING			
FAIRLY WELL TO PERFECTLY	71	71	74
LITTLE OR NOT AT ALL	29	29	26
SENSE OF ACCOMPLISHMENT FROM JOB			
SATISFIED	71	65	73
NEUTRAL	2	12	7
DISSATISFIED	27	24	20
REENLISTMENT INTENTIONS			
YES OR PROBABLY YES	60	41	60
NO OR PROBABLY NO	29	41	13
WILL RETIRE	11	12	27

NOTE: Columns may not add to 100 percent due to rounding

TABLE 41

COMPARISON OF JOB SATISFACTION INDICATORS OF CURRENT SURVEY TO PREVIOUS SURVEY
(PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	1998 (N=22)	1995 (N=17)	1998 (N=29)	1995 (N=11)	1998 (N=76)	1995 (N=97)
EXPRESSED JOB INTEREST						
INTERESTING	86	70	76	82	83	89
SO-SO	5	18	10	9	9	8
DULL	9	12	14	9	8	3
PERCEIVED USE OF TALENTS						
FAIRLY WELL TO PERFECTLY	64	77	58	73	80	86
LITTLE OR NOT AT ALL	36	23	42	27	20	14
PERCEIVED USE OF TRAINING						
FAIRLY WELL TO PERFECTLY	64	47	48	73	70	79
LITTLE OR NOT AT ALL	36	53	52	27	30	21
SENSE OF ACCOMPLISHMENT FROM JOB						
SATISFIED	50	53	52	55	70	78
NEUTRAL	14	12	7	0	8	4
DISSATISFIED	36	35	41	45	22	18
REENLISTMENT INTENTIONS						
YES OR PROBABLY YES	45	59	28	36	53	70
NO OR PROBABLY NO	55	41	72	64	18	11
WILL RETIRE	0	0	0	0	28	19

NOTE: Columns may not add to 100 percent due to rounding

b. "We're not as proficient as ANG, US Army, or our USN peers -- they receive both the training and the opportunity to use it."
c. "We don't receive the assets to train with...nobody wants us till they need us."
d. "My skills aren't utilized -- don't stay proficient."
e. "We should be afforded the opportunity to train on the skills for which we are accountable."

2. The need to fulfill aircrew flying commitments at the expense of Pararescue training and real world missions. Twenty-two PJs voiced the following concerns:

a. "Our field and tactical work are lacking and no real world civilian rescue ops."
b. "Many of us train long and hard only to be slammed into the left seat, as a scanner."
c. "Scanner/Aircrew training and missions take a higher priority than PJ training."
d "It will take personnel injury (or death) before change occurs (typical military logic)."
e. "Unavailability of real world rescues is why I'm transferring to the ANG."

3. A lack of confidence in Air Force leadership. Eleven PJs commented as such:

a. "Mismanagement of PJs by AFSOC Combat Control Officer Leadership."
b. "PACAF leadership is negatively affecting our training capabilities."
c. "Someone needs to tackle the bull by the horns and get something figured out."
d. "We're trained to an elite level - not allowed to do our jobs...very demoralizing."
e. "Pilots nor CCs don't understand our capabilities or it's not in their best interest."
f. "We need Pararescue Officers--leaders that understand our profession...lives are at stake."

4. Miscellaneous concerns. Seven PJs are included in this category:

a. "Additional duties are becoming the norm--at the expense of PJ proficiency."
b. "Off-duty education is not accessible due to TDYs and rear echelon personnel get all the opportunities and recognition, not operators."
c. "Operational PJs (not the TRSS/CC) should design a course in Aircrew Qualification (H-60 NVG) and Weapon Systems (this is becoming our primary job)."

In summarizing the Write-in Comments section, many of these same concerns were expressed by Pararescue personnel in the 1995 OSR (pp. 52-53).

Finally, a comparative sample of personnel from other Aircrew AFSCs surveyed in 1997 was not available for this report. However, during 1995, this category of personnel reported very positive indicators for all TAFMS groups in response to the JI reenlistment intention question (Number 9):

1995 Aircrew AFSC Reenlistment Intention by TAFMS Groups
(Percent of Members Responding)

	Will Reenlist	Will Not Reenlist	Will Retire
1-48 Months TAFMS	71	18	11
49-96 Months TAFMS	74	9	17
97+ Months TAFMS	70	8	22

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to ensure current data for use in evaluating the effectiveness of training within the Pararescue career ladder. Data compiled from this survey show current members follow an atypical career progression pattern, as related to most enlisted AFSCs. However, within the aircrew specialty groups, it is more common for senior members to remain involved in performing many technically oriented duties. The present classification structure, as described in AFMAN 36-2108 *Specialty Descriptions*, accurately portrays the Pararescue career ladder.

Analysis of career ladder documents indicate several areas of the STS are unsupported by survey data (see Table 38). Also, a listing of tasks not referenced to the STS is reflected in Table 38. Both issues should be reviewed by career field functional managers and technical training SMEs.

Job satisfaction data indicate first-enlistment AFSC 1T2X1 personnel express a noticeably higher job interest and perceived use of training rate than in the 1995 OSR, although a sharp decrease in their perceived use of talents and reenlistment intention is cause for concern. Within, Job Groups, the PJs report being satisfied. However, members in the Training Job report a low reenlistment intent (41 percent).

The quantitative findings of this OSR come directly from survey data collected from AFSC 1T2X1 personnel worldwide. Much of the data are compiled into extracts, which are excellent tools in the decision-making process. These data extracts should be used when training or personnel utilization decisions are made.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS

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TABLE A1

PARARESCUE JOB
(STG028)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING (N=111)
C87	Demonstrate or perform airway management techniques	100
C90	Demonstrate or perform basic bandaging techniques	100
C187	Evaluate quality and rate of pulses	99
C76	Carry patients using litters	99
C77	Conduct initial or recurring patient assessments	99
C168	Demonstrate or perform treatment of open fractures of lower extremities	99
C106	Demonstrate or perform intravenous fluid therapies	98
C150	Demonstrate or perform treatment of dehydration	98
C188	Evaluate respiratory status of patients	98
C193	Record vital signs	98
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	98
C146	Demonstrate or perform treatment of closed fractures of lower extremities	98
C190	Obtain medical histories	97
C126	Demonstrate or perform sterile bandage applications	97
C127	Demonstrate or perform sterile dressing applications	97
D278	Perform physical conditioning	96
F424	Perform day land parachute jumps	96
C125	Demonstrate or perform splint applications	96
C178	Demonstrate or perform treatment of spinal injuries	96
C115	Demonstrate or perform oral endotracheal intubations	96
C114	Demonstrate or perform oral airway insertions	96
C147	Demonstrate or perform treatment of closed fractures of upper extremities	96
C169	Demonstrate or perform treatment of open fractures of upper extremities	96
C156	Demonstrate or perform treatment of flail chest injuries	96
C88	Demonstrate or perform applications of continuous traction to extremities	96
D206	Compute distances on maps	96
C182	Demonstrate or perform triage of mass casualties	96
F397	Load personal gear on aircraft	95
F389	Don and adjust parachute harnesses	95
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, or hemostats	95
C183	Demonstrate or perform unconscious patient management	95
C94	Demonstrate or perform CPR	95
C132	Demonstrate or perform treatment of hemorrhagic shock	95
C157	Demonstrate or perform treatment of head injuries	95
C84	Demonstrate or perform administration of oral medications	95
F428	Perform day rope-ladder extraction procedures	94
F425	Perform day low-and-slow insertion procedures	94
C119	Demonstrate or perform patient carries, such as fireman carries	94

TABLE A2

TRAINING JOB
(STG020)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING (N=17)
C106	Demonstrate or perform intravenous fluid therapies	100
C90	Demonstrate or perform basic bandaging techniques	100
C100	Demonstrate or perform external hemorrhage control using techniques such as direct pressure, elevation, or hemostats	100
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	100
C94	Demonstrate or perform CPR	100
C150	Demonstrate or perform treatment of dehydration	100
C114	Demonstrate or perform oral airway insertions	100
C135	Demonstrate or perform treatment of anaphylactic or allergic reactions	100
C87	Demonstrate or perform airway management techniques	94
C127	Demonstrate or perform sterile dressing applications	94
C126	Demonstrate or perform sterile bandage applications	94
C125	Demonstrate or perform splint applications	94
C147	Demonstrate or perform treatment of closed fractures of upper extremities	94
C146	Demonstrate or perform treatment of closed fractures of lower extremities	94
C88	Demonstrate or perform applications of continuous traction to extremities	94
C83	Demonstrate or perform administration of medications using intravenous infusions or injections	94
C132	Demonstrate or perform treatment of hemorrhagic shock	94
C148	Demonstrate or perform treatment of closed rib fractures	94
C190	Obtain medical histories	94
C96	Demonstrate or perform determinations of medication dosages	94
C156	Demonstrate or perform treatment of flail chest injuries	94
C139	Demonstrate or perform treatment of blunt or penetrating abdominal traumas	94
C171	Demonstrate or perform treatment of pelvic region injuries	94
B70	Pack personal medical kits	88
C108	Demonstrate or perform measurements of blood pressure using ausculatory or cardiac methods	88
C118	Demonstrate or perform oxygen medication administration	88
C119	Demonstrate or perform patient carries, such as fireman carries	88
C121	Demonstrate or perform physical examinations	88
C77	Conduct initial or recurring patient assessments	88
C76	Carry patients using litters	88
C82	Demonstrate or perform administration of medications using intradermal, intramuscular, or subcutaneous injection routes	88
C155	Demonstrate or perform treatment of face or neck injuries	88
C84	Demonstrate or perform administration of oral medications	88
C151	Demonstrate or perform treatment of diabetic emergencies	88
C112	Demonstrate or perform neurological evaluations of patients	88

TABLE A3

MANAGEMENT JOB
(STG027)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING (N=15)
N852	Initiate requests for TDY orders	100
F424	Perform day land parachute jumps	100
F442	Perform jumpmaster duties	100
F378	Attend altitude chamber training	100
C77	Conduct initial or recurring patient assessments	100
C118	Demonstrate or perform oxygen medication administration	100
C193	Record vital signs	100
L719	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	93
D278	Perform physical conditioning	93
F389	Don and adjust parachute harnesses	93
F397	Load personal gear on aircraft	93
F425	Perform day low-and-slow insertion procedures	93
F433	Perform day water parachute jumps	93
H564	Don and adjust scuba gear	93
H561	Clean personal water operations equipment, such as life preservers, life rafts, or accessories	93
H565	Fit buoyancy compensators	93
I613	Onload or offload RAMZ packages onto or from aircraft	93
H566	Fit life preservers	93
C89	Demonstrate or perform auscultation, palpation, or percussion of patients	93
C108	Demonstrate or perform measurements of blood pressure using ausculatory or cardiac methods	93
C121	Demonstrate or perform physical examinations	93
C76	Carry patients using litters	93
C188	Evaluate respiratory status of patients	93
C190	Obtain medical histories	93
C181	Demonstrate or perform treatment priority for individual injuries	93
C148	Demonstrate or perform treatment of closed rib fractures	93
L795	Supervise military personnel	87
L780	Participate in general meetings, such as staff meetings, conferences, or workshops, other than conducting	87
N843	Coordinate requests for TDY orders with appropriate agencies	87
M832	Schedule training	87
L701	Advise active duty military personnel, such as commanders, on pararescue activities or capabilities	87
L791	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	87
F385	Deploy wind-indicating devices from aircraft	87
F481	Review or perform reserve parachute deployment procedures	87

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